



REPORT
OF
THE CENTRAL WAGE BOARD
FOR
NON-JOURNALIST EMPLOYEES
OF
NEWSPAPER INDUSTRY

GOVERNMENT OF INDIA
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
DEPARTMENT OF LABOUR AND EMPLOYMENT

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Minutes of dissent by—

(i) M/s K.M. Mathew and Narendra Tiwari
representatives of Employers.

(ii) M/s Amarnath Vidyalkar and T. M.
Nagarajan, representatives of Employees.

(iii) Shri P. Brahmayya, Independent Member.

Annexures :

- I Statement showing the meetings of the Board and attendance of the Members.
- II List of Parties who gave evidence before the Board.
- III Comparative statement of financial burden of the tentative proposals and Final Proposals on Newspaper Establishments.
- IV Replies to the Questionnaire received from Newspaper establishments, Unions of Non-Journalists, Individual Parties & Government Organisations.
- V Wage Board Secretariate.

CHAPTER I

CONSTITUTION OF THE WAGE BOARD AND THE PROCEDURE ADOPTED BY IT

Constitution of the Board

1.1. The Government of India constituted a separate Wage Board for fixing the rates of wages of the non-Journalist employees of the newspaper establishments vide its Resolution No. WB-17(2)/63, dated the 25th February, 1964. The Resolution runs as follows :

"A Wage Board for the Working Journalists has been set up by the Government of India by their notification, S. O. 3202, dated the 12th November, 1963. It has been decided to set up a separate Wage Board for fixing the rates of wages of the non-Journalist employees of the newspaper establishments i.e., those who are not covered by the definition of the term 'working Journalist' in section 2(f) of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (No. 45 of 1955). While making its recommendations, the Wage Board for non-Journalists shall have regard to the cost of living, the prevalent rates of wages for comparable employments, the circumstances relating to the newspaper industry in different regions of the country and to any other circumstances which to the Board may seem relevant.

2. The Board shall also consider the demand for grant of gratuity to non-Journalist employees of the newspaper establishments.

3. The composition of the Board will be as follows :

- | | | |
|-------------------------------------|----|--------------------------------|
| 1. Shri G. K. Shinde | .. | Chairman. |
| 2. Shri Sidheshwar Prasad, M. P. | .. | Independent Member. |
| 3. Shri P. Brahmayya | .. | Independent Member. |
| 4. Shri Narendra Tiwari | .. | Member representing Employers. |
| 5. Shri P. K. Roy | .. | Member representing Employers. |
| 6. Shri Amarnath Vidyalankar, M. P. | .. | Member representing Employees. |
| 7. Shri S. Y. Kolhatkar | .. | Member representing Employees. |

4. The headquarters of the Wage Board will be located at Indore and all correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for non-Journalists, 7, White Church Colony, Residency Area, Indore, Madhya Pradesh.

Sd. P. M. MENON

Secy. to the Government of India.

Vide Ministry of Labour and Employment, Government of India's letter No. WB-11(20)/64(ii) dated 29-9-1964 Shri V. R. Kulkarni was appointed Secretary of the Board.

1.2. Shri P. K. Roy, Representative of the Employers resigned his membership by his letter dated 29th May, 1964. Shri Upendra Acharya was appointed in his place by the Government by its Resolution No. WB-17(6)/64 dated the 8th July, 1964. All India Newspaper Employees Federation by its letter dated 16th May, 1964 suggested the name of Shri H. L. Parvana in the place of Shri S. Y. Kolhatkar on the ground that his whereabouts were not known. The Government of India by its Resolution No. WB-17(3)/65 dated the 26th May, 1965 appointed Shri H. L. Parvana in the place of Shri S. Y. Kolhatkar. Shri H. L. Parvana by his letter dated 6th January, 1966 resigned his Membership on account of ill health. The Government accepted his resignation and appointed Shri T. M. Nagarajan in his place by its Resolution No. WB-17(1)/66 dated the 7th January, 1966. Shri Upendra Acharya, representative of the employers resigned his Membership of the Board by his letter dated the 4th January, 1967. The Government of India by its Resolution No. WB-17(2)/66 dated the 7th February, 1967 appointed Shri K. M. Mathew in his place.

Meetings Held : (Procedure Followed)

The total number of meetings held was 25. The first meeting was held at Bombay on the 6th of April, 1964. In this meeting it was decided that 4 members including the Chairman should constitute the necessary quorum for meeting provided atleast one representative of the employers and one representative of the employees are present. It was also decided that every item on the agenda of the meeting should be decided by a majority of votes of the members present. In the event of equality of votes the Chairman should have a casting vote. The Chairman was also empowered to have any matter decided by circulation of the necessary paper among the members. In the Second meeting, held at Bombay on the 15th of May, 1964, the Questionnaire was finalised. It was also decided that Questionnaire after being printed be sent to all the interested parties by 15th of August, 1964 and replies be called for by the end of September, 1964. By a Resolution passed in the Fourth meeting held at New Delhi on 20th August 1964 it was decided to extend the time to receive the replies to the Questionnaire upto the 15th of November, 1964. By another Resolution passed in the eighth meeting held at Bombay on 12th December, 1964 it was decided to extend this limit untill the end of December, 1964. The total number of replies received was 69 out of which 46 replies were received from employers, 16 replies from employees' Unions, 1 from Government Institution and 6 replies received from individual and other interested parties.

In the XVI meeting of the Wage Board for non-Journalists held at Delhi from the 9th of April, 1966 it was resolved that as the industry is common the Wage Board for non-Journalists should follow the same procedure as may be followed by the Wage Board for Working Journalists in connection with publication of proposals of the Wage Board for inviting representations from Newspaper establishments, non-Journalist Employees and other persons interested in the fixation of wages of non-journalist employees. In compliance with this

Resolution the tentative proposals were published on 20th December, 1966 and comments were invited upto the 10th of January, 1967. As several complaints were received that the time given was short the period to receive comments was extended until the end of January, 1967.

Interim Relief

1.4. Interim relief was demanded by several unions of the newspaper employees. The matter was, therefore, taken for consideration in the Wage Board meetings. In the fourth meeting of the Wage Board held at Delhi on the 20th of August, 1964 Shri Upendra Acharya, representative of the employers, raised the objection that the Board has no jurisdiction to consider the question of interim relief on the ground that there is no specific provision in the terms of reference. It was, therefore, decided in the fifth meeting of the Board in Bombay on the 23rd of September, 1964 that a reference to be made to the Central Government for clarification. The Government of India by its Resolution No. WB-17 4)/64 dated the 7th October, 1964 amended para 2 of the Government Resolution No. WB-17(2)/63 dated the 25th February, 1964. The amended para 2 reads as follows—

“The Board shall also consider the demands for grant of (i) interim relief to the non-journalist employees of newspaper establishments pending the submission of its final report; and (ii) gratuity for such employees.”

After calling for the necessary information the following Resolution was passed regarding interim relief in the Eighth meeting of the Board held at Bombay on the 12th December, 1964.

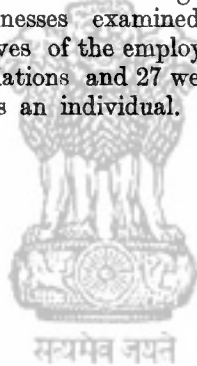
“On the question of interim relief the Board unanimously resolved that:

- (1) The interim relief on the following basis should be granted to non-Journalist employees of newspaper establishments :
 - (i) for ‘A’ and ‘B’ Class Newspapers a flat relief of Rs. 15 per month;
 - (ii) for ‘C’ Class Newspapers a flat relief of Rs. 10 per month.
 - (iii) for ‘D’ Class Newspapers a flat relief of Rs. 7.50 per month;
 - (iv) for ‘E’ and ‘F’ Class Newspapers a flat relief of Rs. 5 per month.
- (2) This interim relief should be payable to non-Journalist Employees w.e.f. 1st May, 1964.
- (3) The above recommendations are subject to the condition that in no newspaper establishment a non-Journalist Employee after taking into account the interim relief recommended above should get less than Rs. 50 per month.
- (4) This interim relief shall be payable to non-Journalist Employees drawing a salary upto Rs. 750 per month with marginal adjustments.

- (5) If there be any agreement in force on the 1st May, 1964 between the Newspaper Establishments and their employees stipulating grant of interim relief subject to adjustments after the recommendations of Wage Board are brought into force, those agreements shall stand. If the interim relief already granted is less than recommended above, the non-Journalist Employees concerned shall get the difference of the two and if it is more than that recommended above then they shall continue to get the interim relief already granted to them."

This recommendation regarding interim relief was accepted by the Government in toto by its Resolution No. WB-17(13)/64 dated the 9th April, 1965.

1.5. In all 25 meetings of the Wage Board were held to transact business. In order to effect economy both in time and money, meetings to record evidence were held simultaneously with those of the Wage Board for Working Journalists. The total number of witnesses examined was 106. Out of these 76 witnesses were the representatives of the employers and 2 were the representatives of the employers' associations and 27 were the representatives of the employees, unions and one was an individual.



CHAPTER II

GENERAL PRINCIPLES GOVERNING THE WAGE STRUCTURE

2.1. The wage policy to be followed in the country was first laid down in India by the Constitution in its directive principles. Article 43 of the Constitution runs as follows—

“The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life and full enjoyment of leisure and social and cultural opportunities, and in particular, the State shall endeavour to promote cottage industries on an individual or co-operative basis in rural areas.”

2.2. The Central Government appointed a Central Advisory Council to advise the Government on fair wages, fair remuneration for capital and conditions of labour. This Central Advisory Council appointed a Committee in 1948 to enquire into and report on the subject of fair wages to labour. The Committee submitted its report in 1949. This Committee discussed the concepts of ‘Minimum Wage’ ‘Living wage’ and ‘fair wage’ and has made certain recommendations regarding the fixation of fair wages. The question of fixation of wage came for consideration before the Supreme Court in *Express Newspaper (Pvt) Ltd., etc. Vs. The Union of India* and others reported in A.I.R. 1958 Supreme Court Page 578. Their Lordships of the Supreme Court discussed the question of wages at some length in this case and have laid down some guiding principles for the fixation of wages. It is advisable to reproduce some of the relevant passages of this judgement. Their Lordships of the Supreme Court observed—

“There is also a distinction between a bare subsistence or minimum wage and the statutory minimum wage. The former is a wage which would be sufficient to cover the bare physical needs of a worker and his family, that is, a rate which has got to be paid to the worker irrespective of the capacity of the industry to pay. If an industry is unable to pay to its workmen atleast a bare minimum wage it has no right to exist etc. etc.” (*Vid.* para 55).

With regard to the concept of living wage Their Lordships observed:—

“It will be seen from this summary of the concepts of the living wage held in various parts of the world that there is general agreement that the living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for the children, protection against ill-health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age.” (*Vide* para 51).

With regard to the concept of fair wage Their Lordships observed—

“It will be noticed that the ‘fair wage’ is thus a mean between the living wage and the minimum wage etc. etc.” (*Vide* Para 57).

In respect of fixation of fair wages Their Lordships have laid down the following principles—

- “(1) In the fixation of rates of wages which include within its compass the fixation of scales of wages also, the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistence or minimum wage where the employer is bound to pay the same irrespective of such capacity;
- (2) The capacity of the industry to pay is to be considered on an industry-cum-region basis after taking a fair cross section of the industry; and
- (3) The proper measure for gauging the capacity of the industry to pay should take into account the elasticity of demand for the product, the possibility of tightening up the organisation so that the industry could pay higher wages without difficulty and the possibility of increase in the efficiency of the lowest paid workers resulting in increase in production considered in conjunction with the elasticity of demand for the product—no doubt against the ultimate back-ground that the burden of the increased rate should not be such as to drive the employer out of business. (*Vide* Para 73).

Discussing the capacity of the industry to pay Their Lordships observed—

“It is clear, therefore, that the capacity of an industry to pay should be gauged on an industry-cum-region basis after taking a fair cross-section of that industry. In a given case it may be even permissible to divide the industry into appropriate classes and then deal with the capacity of the industry to pay classwise.” (*Vide* Para 68).

2-3. The Fair Wages Committee laid down the following principles for the fixation of a fair wage—

“While the lower limit of the fair wage must obviously be the minimum wage, the upper limit is equally set by what may, broadly be called the capacity of industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depend on a consideration of the following factors and in the light of the comments given below—

- (1) the productivity of labour;
- (2) the prevailing rates of wages in the same or similar occupations in the same or neighbouring locality;
- (3) the level of the national income and its distribution; and
- (4) the place of the industry in the economy of the country.”

These principles were approved by Their Lordships of the Supreme Court in the case cited above.

2.4. The latest decision in this behalf is given by Their Lordships of the Supreme Court in Ahmedabad Mill Owners Association and others and Textile Labour Association, Ahmedabad (*Vide* 1966—Vol. I, Labour Law Journal Page 1). Their Lordships observed—

“The claim of the employees for a fair and higher wage is undoubtedly based on the concept of social justice, and it inevitably plays a major part in the construction of a wage structure. There can be little doubt that if the employees are paid a better wage which would enable them to live in fair comfort and discharge their obligations to the members of their families in a reasonable way, they would be encouraged to work wholeheartedly and their work would show appreciable increase in efficiency.

On the other hand, in trying to recognise and give effect to the demand for a fair wage, including the payment of dearness allowance to provide for adequate neutralisation against the ever-increasing rise in the cost of living, industrial adjudication must always take into account the problem of the additional burden which such wage structure would impose upon the employer and ask itself whether the employer can reasonably be called upon to bear such burden. The problem of constructing wage structure must be tackled on the basis that such wage structure should not be changed from time to time. It is a long-range plan; and so, in dealing with this problem, the financial position of the employer must be carefully examined. What has been the progress of the industry in question; what are the prospects of the industry in future; has the industry been making profits; and if yes, what is the extent of profits; what is the nature of demand which the industry expects to secure; what would be the extent of the burden and its gradual increase which the employer may have to face? These and similar other considerations have to be carefully weighed before a proper wage structure can be reasonably constructed by industrial adjudication. Unusual profit made by the industry for a single year as a result of adventitious circumstances or unusual loss incurred by it for similar reasons, should not be allowed to play a major role in the calculations which industrial adjudication would make in regard to the construction of a wage structure. A broad and overall view of the financial position of the employer must be taken into account and attempt should always be made to reconcile the natural and just claims of the employees for a fair and higher wage with the capacity of the employer to pay it; and in determining such capacity, allowance must be made for a legitimate desire of the employer to make a reasonable profit. In this connection, it may also be permissible to take into account the extent of the rise in price structure which may result from the fixation of a wage structure, and the reasonableness of the additional burden which may thereby be imposed upon the consumer.” (*Vide* page 28).

2.5. These are the general principles which govern the fixation of wage structure in respect of industrial labour.

CHAPTER III

GROUND UNDERLYING THE RECOMMENDATIONS

Gross Revenue

3.1. Gross revenue of a newspaper was defined by the Wage Committee as that revenue which is the total of its circulation revenue and advertisement revenue and that of a news agency as the total of its subscription revenue. The reason given by the Wage Committee is that it did not consider it equitable that revenues received from other sources like job work, type foundry, safe deposit vaults etc. which are extraneous to the newspaper business as such, should be taken into account for the purpose of determining the class of the paper. The Committee also states that the exclusion of such sources of revenue has not affected the classification of a large majority of the papers examined by them (*vide* para 35 of the report of the Working Journalists Wage Committee). The Board is unable to agree with this view. In the course of evidence it has come to the notice of the Board that the amount of revenue from sources like job work, type foundry etc. is considerable in some newspaper establishments. Besides revenue earned from the sources like job work, type foundry etc. is the result of the investment made by the newspaper establishment. As such there is no reason why such income should not be taken into consideration for the purpose of determining the class of the paper. Consequently the Board has defined the gross revenue as the entire revenue earned by the establishment from one centre. Alteration, however, had to be made in this definition in respect of groups because of the observations made by Their Lordships of the Supreme Court in *Express Newspaper (Pvt.) Ltd. V/s The Union of India* which has already been referred to in Chapter II. Their Lordships observed—

“Even though, the Wage Board classified the newspaper establishment into five classes from ‘A’ to ‘E’ on the basis of their gross revenue the proportion of the advertisement revenue to the gross revenue does not appear to have been taken into consideration nor was the essential difference which subsisted between the circulation and the paying capacity of the language newspapers as compared with newspapers in the English language taken into account. If this had been done, the basis of gross revenue which the Wage Board adopted would have been modified in several respects.

The grouping of the newspapers into chains or multiple units implied that the weaker units in those groups were to be treated as on par with the stronger units and it was stated that the loss in the weaker units would be more than compensated by the profits in the more prosperous units. The impact of these proposals on groups of newspapers was only defended on principle without taking into consideration the result which they would have on the working of the weaker units. Here also the Chairman expressed the opinion that

the Board was conscious that as a result of its decision, some of the journalists in the weaker units of the same group or chain may get much more than those working in its highest income units. He, however, stated that if the principle was good and scientific, the inevitable result of its application should be judged from the standpoint of Indian Journalism as a whole and not the burden it casts on a particular establishment. It is clear, therefore, that this principle which found favour with the Wage Board was sought to be worked out without taking into consideration the burden which it would impose upon the weaker units of a particular newspaper establishment". (*Vide* A.I.R. 1958 Supreme Court Para 252 and 253).

From these observations it is clear that language papers and English papers are to be dealt with separately so that the impact of the proposed wage scale on the weaker and stronger units can be gauged. Consequently the definition of 'gross revenue' runs as follows :

"In the case of a newspaper means the entire revenue earned by the establishment from one centre. Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission allowed by the income-tax authorities. In the case of a group the entire revenue of a unit is to be calculated as follows :

The circulation and advertisement revenue of each unit be separated. The remaining revenue is to be apportioned to each unit in proportion to its circulation and advertisement revenue."

3.2. In view of the observations of Their Lordships of the Supreme Court referred to above a unit in a group is described as follows :

"English daily newspapers including the 7th day editions by whatever name they are called published from one centre by a newspaper establishment will form one unit and all Indian language daily newspapers published from one centre including the 7th day editions by whatever name they are called will also form one unit."

Consideration of Advertisement Revenue

3.3. Advertisement revenue is no doubt an important factor in the creation of profits for newspapers. The greater the proportion of advertisement revenue in the total gross revenue, the greater must be the profit-yielding capacity of the paper. This principle has also been approved by the Supreme Court in the decision referred to above. Consequently due consideration has been given to the proportion of the advertisement revenue to the gross revenue by incorporating Para 10 in Chapter IV. This clause runs as follows :

"If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40 per cent of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue."

Multiple Units, Groups and Chains

3.4. The newspaper establishments which fall in the definition of groups and multiple units have some definite economic advantages. Common management, common pattern, common editorials and articles, common press, common correspondents make for appreciable savings in the cost of producing newspapers and magazines which form part of groups and multiple units. Consequently the Board has proposed to place all constituent units of a multiple unit in the highest of the classes in which they are taken separately, would fall, with a proviso that weaker unit will not be placed more than two classes above the class in which it would fall on the basis of its own revenue. Similarly in the case of groups it is provided that the weaker unit at that centre will be given a weightage of two classes in the case of newspapers falling in class I, II and III and the weightage of one class in the case of paper falling in class IV, V, VI & VII. This differentiation became necessary as the financial burden likely to fall on classes IV, V, VI and VII newspapers by giving the weightage of two classes was likely to be too heavy for them to bear. In the case of chain there is hardly any room for saving. Consequently it is provided that each constituent unit will be classified according to its own individual revenue.

3.5. Weightage has also been given in the case of weeklies, fortnightlies bi-weeklies, tri-weeklies, and monthlies if they form part of a group or a multiple unit (*Vide* Para 18, Chapter IV).

Classification of Newspapers and News-Agencies

3.6. The principle that the capacity of an industry to pay is to be gauged on an industry-cum-region basis after taking a fair cross section of that industry and that in a given case the industry may be divided into appropriate classes to judge the capacity of the industry classwise has become fully crystallised. This principle was laid down by the Supreme Court in the case of Express Newspaper Pvt. Ltd. *V/s* The Union of India which has already been referred to. The principle has also been reiterated in several later decisions of the Supreme Court. It is common knowledge that the newspaper industry does not present any regional characteristics. Proximity to a port or railway station or coal mines or mines producing raw materials or water supply are material consideration in the case of factories and plants; but these considerations are of little importance in the case of newspaper industry. In this respect the Board fully endorses the following view expressed by the Wage Committee:

“If the differing advertisement potential of different areas is taken into account separately, there are no clear-cut circumstances that would stamp the regional character on the economy of newspapers.”

Besides in the same region one finds great disparity in the resources of different newspaper establishments. For instance the total income of Times of India or Indian Express or Indian National Press of Bombay is much larger than that of Sakal or Kesari of Poona. The same is the case of Hindustan Times, Tribune and Patriot of Delhi. There is, therefore, a strong case to divide the industry into classes for the sake of judging the capacity to pay.

3.7. That the classification should be made on the basis of gross revenue is admitted even by the Wage Committee. The evidence recorded by us also supports this view. The gross revenue, however, has been defined by the Wage Committee as the total consisting of circulation revenue and advertisement revenue. The Board, however, has defined the gross revenue as the total revenue received from all sources.

3.8. The Board decided to adopt the following classification for determining the wage scale for non-Journalists. The classification of dailies and news-agencies is as follows:

Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

There is a slight difference in the classification of dailies, news agencies and periodicals in case of Working Journalists. In Class VI instead of Rs. 5 lakhs to 15 lakhs it has been made Rs. 5 lakhs to Rs. 12½ lakhs and in class V Rs. 15 lakhs to Rs. 30 lakhs, Rs. 12½ lakhs to Rs. 25 lakhs and in Class IV Rs. 30 lakhs to Rs. 50 lakhs, Rs. 25 lakhs to Rs. 50 lakhs. This change in the case of Journalists became necessary as in the classification determined by the Wage Committee, Newspapers between Rs. 12½ lakhs to Rs. 15 lakhs were in higher class. Similarly Newspapers between Rs. 25 lakhs and Rs. 30 lakhs were in higher class. In order to save from injustice to the journalists of newspapers falling between Rs. 12½ lakhs to Rs. 15 lakhs and Rs. 25 lakhs to Rs. 30 lakhs we had to make the above mentioned change.

3.9. Although in the case of Working Journalists, P.T.I. has been given the weightage of one class on account of its position as a national agency, this, however, has not been done in the case of non-Journalists. The Working Journalists in P.T.I. have to render specialised service. for instance, their work has to be marked with the characteristics of objectivity, speed, accuracy and integrity etc. In the case of non-Journalists no such specialized service is required. Besides P.T.I., as a national agency, has to cater even for top class papers. Secondly by giving the weightage of one class even in the case of non-Journalist the financial burden became so heavy that it was not possible for P.T.I. to bear it. For these reasons the Board decided not to give the weightage of one class in the case of non-Journalists.

3.10. Weeklies have also been reclassified. According to the Wage Committee, class I consisted of those weeklies whose gross revenue was Rs. 12½ lakhs and above. The lowest class consisted of those weeklies whose gross revenue was less than Rs. 1 lakh. The Board divided the weeklies into six classes as follows:

Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

Grouping of non-Journalists

3.11. As non-Journalists consist of both administrative staff and factory workers they have been grouped separately and wage scales have also been fixed separately.

Wage Scales

3.12. The principles governing the rates and scales of wages have been reviewed in the previous Chapter. It is evident from the said principles that bare subsistence wage has to be paid even though the industry may have no capacity to pay and that except in the case of bare subsistence wage it is incumbent on wage fixing authorities to take into consideration the capacity of the industry to pay. Group VI of the factory staff belonging to class VII consist of Mazdoor, Reel Loader, Unloader, Trolley man and Ballar etc. Their wage scale which is the lowest in the factory staff starts from Rs. 80, i.e., Rs. 50 as basic wage and Rs. 30 as dearness allowance in Area No. III. Same is the case with group VII in the class VII in the Administrative Staff. The minimum wage fixed for the peons of the printing industry in Zone IV in Gujarat on 31st December, 1965 is Rs. 75 and in Zone III Rs. 80. Zone III comprises towns like Bulsar, Navsari, Broach, Anand, Nadiad, Godra, Dohad, Viramgaon, Mehasana, Patan, Amreli etc. and Zone IV comprises areas excluding Ahmedabad, Baroda, Rajkot, Bhavnagar, Surat, Jamnagar and the towns forming part of Zone III already enumerated. The proposed scale for group VI class VII of the Factory staff and Group VII class VII of the Administrative Staff starts at Rs. 80 (Rs. 50 basic plus Rs. 30 dearness allowance) and goes upto Rs. 90 per month, that is, Rs. 60 basic and Rs. 30 dearness allowance. In Madhya Pradesh minimum wage for unskilled workers in 1965 was Rs. 30 in Zone 'C' and Rs. 35 in Zone 'B'. In Delhi minimum wage fixed for peons is Rs. 63.25. In West Bengal the minimum wage paid to the peons in Zone 'C' was Rs. 60 per month in 1965. In Bombay area minimum wage fixed for peons in 1965 was Rs. 60 in Zone IV and Rs. 65 in Zone III.

3.13. The comparative figures mentioned in the previous para already bring out the fact that the proposed wage scale for the peons of class VII is higher than bare subsistence wage. As the scales of other classes and groups are higher than those proposed for the peons in class VII it is essential that the scales recommended by the Board must stand the test that the industry has the capacity to pay.

3.14. The principles expounded in Chapter II apply as a general rule to industrial employees. non-Journalists as already pointed out fall under two categories namely administrative staff and factory staff. Barring a small percentage of employees falling under administrative staff or factory staff the remaining employees belong to middle class. Consequently the Board concurs with the views expressed by the Wage Committee that in fixing wages for Working Journalists the two main factors to be taken into consideration are prevailing rates of wages in the same or similar occupation in the same or neighbouring localities and the capacity of the industry to pay. The wage scale of the factory staff can be compared with the wage scale of Government Printing Presses.

3.15. A peon in the following Government printing presses gets the wage scale shown against each State press in 1965 :

State	Grade	D.A.	House Rent	City Compensatory Allowance	Initial total
1. Orissa (Bhubaneswar)	.. 45—1—55	30.00	..	..	75.00
2. Tripura	.. 60— $\frac{1}{2}$ —65—1—75	15.00	7.50	..	82.50
3. Madhya Pradesh (Bhopal, Gwalior & Indore)	.. 55—1—65	25.00	7.00	..	87.00
4. Rajasthan (Jaipur)	45—1—70	30.00	5% of the basic pay.	..	77.25
5. Andhra Pradesh (Hyderabad)	.. 50—65	35.00	..	5.00	90.00
6. Mysore (Bangalore)	55—1—60	33.00	..	..	88.00

The wage scale proposed for a peon belonging to class VII newspaper is Rs. 50—1—60 and the dearness allowance is Rs. 30/- for area No. III and Rs. 40. for area No. II. The peon, therefore, in area No. II will get an initial salary of Rs. 90 per month while in area No. III he will get the initial salary of Rs. 80. This comparison shows that the wage scale proposed for the peons belonging to class VII compares favourably with the wage scales fixed for peons belonging to Government Presses situated in area No. II and area No. III. Peons belonging

to class VI and class V get an initial start of Rs. 90 and Rs. 100 in area No. III and II respectively. The Government Printing Presses situated in Bombay, Madras, Calcutta and Delhi pay the following wage scales to their peons :

City	Grade	Dearness Allowance	House Rent	C.C.A.	Initial total
Bombay	72—1—82	25·00	..	..	100 (inclusive of Rs. 3 washing allowance)
Madras	50—1—60	33·00	10·00	..	93·00
Calcutta	60— $\frac{1}{2}$ —65—1—75	15·00	5·00	..	81·00
Delhi	70—1—85	38·00	15·00	7·50	130·50

The wage scale proposed for peons belonging to class IV newspaper is Rs. 80—100. For area No. I dearness allowance is Rs. 50. Consequently the initial salary of a peon belonging to this class would be Rs. 130 per month. Peons belonging to class III, II and I get the initial salary of Rs. 140, 150 and Rs. 160 per month respectively. The proposed wage scales, therefore, compare very favourably with that of the Government Printing Presses situated at Bombay, Madras, Calcutta and Delhi.

The progress of newspaper industry can be assessed by the circulation figures, circulation revenue and advertisement revenue. Circulation figures of some of the newspapers are as follows :

Name of the Paper	Circulation figures	
	1957	1965
Times of India	1,09,000	1,85,000
Statesman	83,000	1,38,000
Hindu	80,000	1,42,000
Hindustan Times	57,000	1,14,000
Nav Bharat Times	67,000	1,42,000
Hindustan	34,000	85,000
Aryavarta	25,000	50,000

Name of the Paper	Circulation figures	
	1957	1965
Nav Bharat (Nagpur, Jabalpur, Bhopal, Indore and Raipur)	16,000	34,000
Thanti	1,00,000	2,35,000
Sanyukta Karnataka	21,000	52,000
Prajavani	25,000	61,000
Jansatta	21,000	46,000
Janmabhoomi	20,000	25,000
Sakal	37,000	73,000
Mathrubhumi	59,000	1,70,000
Malayala Manorama	44,000	1,52,000

3.16. According to the proposed classification circulation revenue and advertisement revenue of some of the papers on the basis of figures supplied by the establishments are as follows:—

CLASS VII

Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Nav Jyoti, Ajmer	..	1,01,347	1,96,550	2,03,205	2,17,293	2,54,204	..
2	Cutchhmitra, Bhuj	..	..	59,295	57,525	61,687	68,345	86,804
3	Siasat, Hyderabad	..	..	1,91,937	2,32,403	2,58,617	2,79,808	..
4	Asre Jadid, Calcutta	..	..	..	1,43,580	1,35,495	1,58,580	1,28,873

CLASS VII

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Nav Jyoti, Ajmer	..	43,503	74,939	79,105	96,056	1,24,727-G	..
2	Cutchhmitra, Bhuj	..	..	59,862	63,340	61,335	78,598	87,390
3	Siasat, Hyderabad	..	..	1,00,975	1,36,893	1,60,757	2,09,547	..
4	Asre Jadid, Calcutta	..	..	..	91,999	75,395	80,576	67,334

NOTE— "G" indicates gross revenue.

CLASS VI
Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Hitwad, Nagpur ..	1,86,294	2,19,980	2,26,567	2,33,643	2,09,987	2,31,981	2,45,761
2	Hitwad, Bhopal ..	39,236	45,687	62,453	95,578	96,440	1,23,560	1,44,339
3	Nai Dunia, Indore ..	..	2,71,532	2,87,160	2,96,119	3,57,595	4,26,032	5,90,125
4	Pratap, Surat ..	2,52,066	2,88,498	2,87,447	3,30,391	3,34,420	3,48,947	3,72,646
5	Sanmarg, Calcutta ..	2,81,208	4,33,523	4,01,589	4,27,020	4,15,521	4,61,791	5,01,099
6	Vir Arjun, Delhi ..	3,15,435	3,27,935	3,43,752	3,76,873	4,80,598	..	..

CLASS VI
Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Hitwad, Nagpur ..	4,18,840	4,62,004	4,32,510	4,96,014	5,13,371	5,34,031	5,44,119
2	Hitwad, Bhopal ..	1,67,359	2,00,088	2,48,802	2,56,165	2,63,653	2,72,035	2,64,191
3	Nai Dunia, Indore ..	..	2,86,306	2,76,296	3,02,097	3,15,690	3,35,515	3,35,492
4	Pratap Surat ..	1,62,372	2,05,310	1,99,529	2,49,986	2,89,114	3,01,176	3,24,121
5	Sanmarg, Calcutta ..	2,19,286	2,34,646	2,78,587	2,93,060	2,94,024	3,15,827	3,32,852
6	Vir Arjun, Delhi ..	41,964	42,675	48,156	45,135	47,507	..	..

CLASS V
Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Kaumi Awaz, Lucknow ..	72,649	78,321	94,776	1,41,776	1,45,103	1,62,887	1,92,147
2	Nava Jivan, Lucknow ..	1,29,673	1,46,559	1,80,168	2,40,551	2,55,524	2,68,969	3,74,782
3	Sanyukta Karnatak, Hubli ..	..	6,88,715	8,26,425	7,22,239	7,49,891	8,50,969	..
4	Jannabhumi (including Pravasi), Bombay ..	10,96,057	10,92,726	11,36,359	11,98,686	12,89,137	12,82,828	15,88,908
5	Pratap, Delhi ..	6,13,674	6,29,672	7,16,977	8,41,566	9,12,886	..	..

CLASS V

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Kaumi Awaz, Lucknow ..	83,667	81,125	72,967	79,525	77,379	96,550	98,819
2	Nava Jeevan, Lucknow ..	1,72,867	1,51,793	1,64,944	1,68,219	1,84,299	2,60,464	3,02,770
3	Sanyukta Karnatak, Hubli ..	..	4,35,731	4,46,028	5,05,062	5,97,860	5,82,018	..
4	Jannabhumi (including Pravasi), Bombay	6,62,489	7,12,312	7,16,336	7,80,859	10,15,718	9,67,111	9,22,138
5	Pratap, Delhi ..	3,93,145	4,81,323	4,98,916	4,70,662	4,26,884	..	..

CLASS IV

Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Indian Nation, Patna	6,78,416	7,64,606	8,04,876	9,21,542	9,76,379	10,79,213	11,59,793
2	Aryavarta, Patna ..	7,39,631	9,23,195	10,35,715	13,16,761	14,83,075	14,08,697	15,31,788
3	Deccan Herald, Bangalore ..	7,12,281	7,95,647	8,67,409	9,21,456	10,36,630	11,63,481	12,09,357
4	Dinamani, Madurai	16,93,802	14,75,900	16,09,714	18,67,698	19,96,501	21,15,549	24,21,598
5	Tribune, Ambala ..	12,36,351	14,17,023	15,43,813	15,45,817	16,52,964	19,59,176	22,38,007
6	Janshakti, Bombay	2,52,816	2,51,769	2,41,304	3,36,882	3,24,616	3,38,766	6,08,004

CLASS IV

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Indian Nation, Patna ..	9,92,346	12,16,397	13,87,532	14,93,810	14,56,609	15,93,490	18,11,730
2	Aryavarta, Patna ..	4,89,779	6,92,604	8,02,647	9,07,003	9,10,485	9,91,881	11,11,997
3	Deccan Herald, Bangalore ..	9,21,021	13,38,371	15,30,170	16,89,353	20,79,412	23,86,529	26,07,281
4	Dinamani, Madurai	9,29,501	8,86,806	9,12,295	9,19,525	10,76,661	12,27,503	13,23,344
5	Tribune, Ambala ..	15,09,189	16,58,979	18,14,531	20,06,274	22,33,324	25,51,187	29,88,532
6	Janshakti, Bombay	74,539	76,270	73,698	1,07,985	1,34,239	1,32,561	1,98,586

CLASS III

Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Free Press Journal, Free Press Bulletin, & Bharat Jyoti ..	20,83,576	19,98,580	20,75,384	21,50,445	18,95,446	20,26,723	20,97,951
2	Jugantar, Calcutta	34,78,821	37,61,139	41,32,258	45,50,816	45,65,795	53,21,954	59,62,670
3	Nav Bharat Times, Delhi ..	..	..	..	..	30,05,950	30,61,502	34,62,278
4	Nav Shakti, Bombay	5,50,666	5,64,651	6,13,830	6,03,187	5,65,633	6,31,237	8,60,275

CLASS III

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Free Press Journal, Free Press Bulletin & Bharat Jyoti ..	19,65,423	20,52,373	20,19,384	23,74,701	23,25,364	26,02,361	30,28,780
2	Jugantar, Calcutta	20,94,443	23,23,960	24,81,457	28,78,400	31,02,485	36,30,226	40,04,062
3	Nav Bharat Times, Delhi ..	..	..	..	..	17,14,765	19,62,198	20,73,564
4	Nav Shakti, Bombay	2,74,960	3,00,411	3,04,060	3,48,763	2,92,931	2,93,153	3,72,966

CLASS II

Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	The Hindu Daily, Madras ..	49,62,111	49,04,112	51,64,169	49,11,720	50,42,449	51,73,725	55,68,285
2	Hindustan Times and Evening News, Delhi	30,09,787	32,74,483	34,47,127	39,56,959	43,66,585	46,03,725	47,25,058
3	Amrit Bazar Patrika, Daily, Calcutta ..	33,43,522	34,63,427	35,15,688	35,37,466	36,49,440	40,67,257	44,09,441

CLASS II

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	The Hindu Daily, Madras ..	73,80,076	84,79,209	97,45,436	111,08,592	129,53,175	137,97,220	147,66,955
2	Hindustan Times & Evening News, Delhi	50,85,030	61,76,836	67,19,334	77,82,357	94,75,819	109,99,528	109,59,902
3	Amrit Bazar Patrika, Daily, Calcutta	38,69,549	47,97,751	50,19,712	56,12,993	60,61,381	68,32,567	71,63,592

NOTE 1. The revenue figures for "Hindu Daily" include the revenue of circulation and advertisement for all the publications for the years 1959 to 1961, and from 1962 to 1965 the figures pertain to only for "The Hindu".

2. In item 2, figures of revenue for "Hindustan Times and Evening News are combined for the years 1959 to 1962, from 1963 to 1965 the revenue figures are of Hindustan Times only.

CLASS I

Circulation Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Times of India, Economic Times and Evening News, Bombay ..	..	..	..	..	65,36,808	67,16,363	72,01,497
2	Nav Bharat Times & Maharashtra Times, Bombay ..	..	..	..	..	26,39,205	27,24,551	30,04,686
3	Times of India, Delhi ..	..	..	..	..	17,15,177	18,36,999	18,59,913
4	The Statesman, Calcutta & Delhi ..	40,75,681	45,47,262	47,68,084	49,71,546	53,25,987	58,06,296	63,40,432

CLASS I

Advertisement Revenue—Net

(In Rs.)

Serial No.	Name of the Paper	Year						
		1959	1960	1961	1962	1963	1964	1965
1	Times of India, Economic Times and Evening News, Bombay ..	..	..	..	..	159,19,456	174,80,834	179,00,910
2	Nav Bharat Times & Maharashtra Times, Bombay ..	..	..	..	..	12,28,421	14,99,579	15,93,806
3	Times of India, Delhi ..	..	..	..	..	47,27,773	51,34,885	51,63,583
4	The Statesman, Calcutta & Delhi	96,01,699	1,11,09,802	1,20,79,671	1,32,09,491	1,36,55,793	1,58,29,559	1,65,03,184

3-17. From the data given above the position of class VII papers is as follows : In the case of Navjyoti, Cutchhmitra and Siasat both circulation revenue and advertisement revenue have steadily increased. In the case of Asre Jadid it shows a somewhat downward trend. Hitwada Nagpur, Hitwada Bhopal, Nai Dunia, Pratap, Sanmarg and Vir Arjun belonging to class VI also show gradual increase both in their circulation revenue and advertisement revenue. Sanyukta Karnatak, Janmabhoomi, Qaumi Awaz, Nava Jeevan, Pratap belonging to Class V also show gradual increase in their circulation revenue and advertisement revenue. Only in the case of Janmabhoomi there is a downward trend in advertisement revenue. This has been attributed to the consequence of bifurcation of bilingual Bombay into two unilingual States of Maharashtra and Gujarat. But even in its case the circulation revenue has maintained an upward trend. Indian Nation, Aryavarta, Deccan Herald, Dinamani—Madurai, and Tribune Ambala and Janshakti belonging to class IV have also increased their circulation revenue. With regard to the Advertisement revenue Indian Nation, Aryavarta, Tribune Ambala, Deccan Herald have shown a distinct increase. Jungantar belonging to class III has increased its circulation revenue. Free Press, Bharat Jyoti and Free Press Bulletin have not shown any increase. Advertisement revenue of all these papers, however, has gone up. The Hindu daily, Hindustan Times and Amrit Bazar Patrika belonging to class II have increased their circulation revenue and also their advertisement revenue.

3-18. In trying to find out the financial impact of the recommendations of the Board on the newspaper establishments the proper course would have been to take into consideration the working results of each unit in a newspaper establishment. All attempts made by the Board to secure accounts separately for each unit in a newspaper establishment met with no success except in a few cases. There too there was great difficulty in allocating many items of expenditure on different units in a newspaper establishment. Not only that a group found it difficult to give separate working accounts for each unit but even a multiple unit, found it impossible even to allocate separately its revenue figures for units situated in two different places. This is because the general practice is to prepare consolidated accounts for all the units of a newspaper establishment. There are many items of income and expenditure where unitwise allocation was found impracticable. Besides there is a good number of common staff working for all units in a newspaper establishment. The Board, therefore, had no alternative but to examine the financial burden of its recommendations on the working results of the newspaper establishment as a whole. The following table will show the burden which is likely to be imposed by the proposed wage scale on different newspaper establishments. The different newspaper establishments (dailies) listed in the table below can be grouped in the following classes as per the classification of the stronger unit of the establishment on the basis of the figures supplied by the establishments.

CLASS I

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Bennett Coleman & Co., bombay	52.12	2.51	7,40,321	14,80,642
2	Statesman Ltd., Calcutta	31.98	3.60	7,53,840	15,07,680



CLASS II

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Kasturi & Sons, Madras	19.43	2.88	3,21,320	6,42,640
2	Hindustan Times, New Delhi	31.31	0.78	4,55,913	9,11,826

CLASS III

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Amrit Bazar Patrika Pvt. Ltd., Calcutta ..	9.49	0.45	5,49,572	10,99,144
2	Anand Bazar Patrika Pvt. Ltd., Calcutta ..	6.39	0.60	5,77,756	11,16,804
3	Indian Express Newspaper, Bombay (including Lok Satta and Screen) Indian Express, Delhi ..	29.03	5.19	4,14,564 1,87,816	8,29,128 3,82,824
4	Jugantar Pvt. Ltd., Calcutta	3.76	0.73	2,97,977	5,95,963
5	Indian National Press, Bombay	3.79	0.73	1,94,247	4,24,056

CLASS IV

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on the account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Indian Express (Madurai) Ltd., Madurai ..	11.51	0.24	Nil	8,55,840
2	Indian Express, Bangalore ..				
3	Indian Express, Vijayawada ..				
4	Indian Express, Madras ..				
5	Andhra Prabha Ltd. ..	6.18	0.18	Nil	1,83,636
6	The Tribune, Ambala ..	11.45	4.18	Nil	84,432
7	The Printers (Mysore) Pvt. Ltd., Bangalore ..	10.40	0.58	Nil	3,48,236
8	The Sandesh Ltd., Ahmedabad ..	3.46	0.69	Nil	1,41,772
9	Mathrubhumi Printing & Publishing Co. Ltd.	2.11	0.14	Nil	2,64,480
10	Malayala Manorama Co. Ltd., Kottayam ..	0.75	0.30	Nil	2,08,704

CLASS V

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	The Daily Pratap, Delhi	2.50	0.32	Nil	24,888
2	Nageshwara Rao Estate Pvt. Ltd., Madras ..	0.91	0.066	Nil	1,21,260
3	Associated Journals Ltd., including National Herald, Navjeevan, Quomi Awaz	2.12	1.53	Nil	6,06,768
4	Allahabad Patrika Pvt. Ltd., Allahabad ..	0.30	0.01	Nil	2,52,528
5	Lokshikshan Trust, Hubli	1.50	0.06	Nil	1,99,128
6	Assam Bani, Gauhati ..	1.40	Partnership.	Nil	4,200
7	Saurashtra Trust Newspapers	0.42 (Loss)	*	Nil	1,78,548

*No capital for newspaper account.

CLASS VI

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Vir Arjun, Delhi ..	0.6 (Loss)	..	Nil	6,816
2	Shri Krishna Sandesh Pvt. Ltd.	0.23	0.09	..	52,104
3	Nai Dunia, Indore ..	0.37	0.04	Nil	33,516
4	Hitwad Eng. Daily, Nagpur	0.11	..	Nil	50,928
5	Hitwad Eng. Daily, Bhopal	0.11 (Loss)	..	..	26,436

CLASS VII

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Siasat (Urdu Daily), Hyderabad	0.17	Proprietary.	Nil	16,596
2	Rashtra Dharma Prakashan Ltd., Lucknow ..	0.14 (loss)	0.13	Nil	1,04,432

3-19. From the analysis given above it is evident that both Bennet Coleman and Co. and Statesman are in a position to bear the burden likely to be imposed by the proposed wage scales.

3-20. Similarly establishments belonging to class II *viz.*, Kasturi and Sons, Madras and Hindustan Times, New Delhi are also in a position to bear the burden.

3-21. Establishments belonging to class III except Indian Express do not appear to be in a position to bear the burden. From the evidence which has come to the notice of the Board it appears that the management of all these papers, which are not in a position to bear the additional burden imposed by the new wage scales, is far from satisfactory. Tightening up the organisation can enable these papers to pay the higher wages without difficulty. That there is room for tightening up the organisation is evident from the evidence recorded by the Board.

3-22. As far as class IV establishments are concerned with the exception of Mathrubhoomi and Malayala Manorama all the other establishments are in a position to bear the burden.

3-23. As far as class V establishments are concerned daily Pratap is in a position to bear the burden. Allahabad Patrika is a sister concern of Amrit Bazar Patrika. As far as other establishments are concerned from the evidence given before the Board it appears that there is room for tightening up the organisation. If that is done all these establishments will be in a position to bear the burden.

3-24. With regard to class VI information could be had only with regard to three establishments, namely Vir Arjun, Shri Krishna Sandesh and Nai Dunia. Nai Dunia is in a position to bear the burden. Shri Krishna Sandesh Pvt. Ltd. and Vir Arjun are border line cases.

3-25. In respect of class VII papers, information could be had in respect of only two establishments—Rashtra Dharma Prakashan Ltd. and Siasat. Siasat is in a position to bear the burden while Rashtra Dharma Prakashan Ltd. is not in a position to bear the burden.

3-26. Several establishments belonging to class VI and Class VII did not furnish the requisite information inspite of persistent efforts.

3-27. The burden likely to fall on the Press Trust of India and the United News of India is as follows:

Sr. No.	Name of the Establishment	Average net profit per year for 1963, 1964 and 1965 (Rs. in lakhs)	6% return on the paid-up or subscribed capital (Rs. in lakhs)	Financial burden (approximate) on account of the implementation of the final proposals of the Wage Board for Journalists and non-Journalists (Yearly)	
				Arrears (Rs.)	Recurring burden (Rs.)
1	Press Trust of India ..	3.67	0.25	3.81 (lakhs)	6,78,000
2	United News of India ..	0.52 (loss)	0.12	Nil	40,500

3-28. As far as United News of India is concerned it is a new concern hardly 8 years old. Consequently it has still got to build up its business. As far as the Press Trust of India is concerned there is a recurring burden of Rs. 7 lakhs and the burden on account of arrears is likely to be to the tune of Rs. 4 lakhs. The average profit for 1963, 1964 and 1965 is Rs. 3.67 lakhs. The recurring deficit is about Rs. 3.5 lakhs. It should not be difficult for the Press Trust of India to make up this deficiency by increasing the rate of subscription and also by tightening up the organisation.

3-29. As far as periodicals are concerned very few periodicals have supplied information to the Board. They were given ample opportunities, but they failed to take any advantage. About four periodicals have supplied the information. Chandamama Publications Pvt. Ltd., belonging to class III is in a position to bear the burden. Assam Bani belonging to class IV is also in a position to bear the burden. Kirloskar and Navneet belong to class V. Navneet is in a position to bear the burden. As far as Kirloskar is concerned it is a border line case; consequently with efforts it should not be difficult to make it pay.

3.30. The Board has tried to reduce the financial burden by revising the tentative proposals as the burden was too heavy for most of the units of the industry to bear. Reference can be made in this behalf to Annexure No. III. It may also be mentioned here that it is not possible to reduce the wage scale any further. The wage scale fixed for group VI class VII Non-Journalist employees belonging to factories and daily newspapers is Rs. 50 basic pay and Rs. 30 dearness allowance. The total remuneration being Rs. 80 per month. As the relation between an industrial employee and a middle class employee is in the ratio of 1 : 1.8 the remuneration of a Proof Reader amounts to Rs. 144 per month. The Board has fixed a total remuneration of Rs. 145 per month. It may also be mentioned that the pay scale of a Proof Reader in a Government Printing Press in Gujarat is Rs. 142.33, in Madhya Pradesh Rs. 162 and in Rajasthan Rs. 124.55. The remuneration of Rs. 80 per month fixed for lowest class non-Journalist employee cannot be reduced below Rs. 80 per month in the present economic conditions. The starting pay of Rs. 145 per month fixed for a Proof Reader, therefore, cannot be said to be unreasonable. The pay scales of higher groups and classes in respect of Journalists are fixed in relation to the remuneration fixed for a Proof Reader. We have kept the same differentials for Journalists which were allowed by the Wage Committee in the formation of its wage scales. There is, therefore, no room to reduce the wage scale still further.

3.31. The Board has examined in the financial position of a fair cross section of the newspaper industry giving regionwise consideration also. The Board has scrutinised the financial position of 71 dailies, 45 weeklies and periodicals and two news agencies.

Linking of Dearness Allowance to Cost of Living Index Number.

3.32. Continual rise in the price of necessities of life during the past few years has generated a feeling of insecurity and concern in the minds of the employees. If the same process of rise in prices continues in future, which is not improbable, the feeling of insecurity and concern would lead to inefficiency causing the economy of the newspaper establishments to suffer adversely. The Board, therefore, is of the opinion that the dearness allowance should be linked up with the All India Average Consumer Price Index No. for working class (with 1949=100). The Board consequently, decided that these scales of pay and dearness allowance proposed should be linked up with the average consumer price index number for the year 1965 of the All India Average Consumer Price Index Number for working class as base. The dearness allowance is to be revised every year either upwards or downwards on the basis of the average of the previous 12 months. The first revision is to be made in January 1968 as soon as average consumer price index for the year 1967 is available. If the average of the 1967 differs from the average of the year 1965 by 10 points or more upwards or downwards the dearness allowance is to be revised @ 50 paise per point upwards or downwards as the case may be. The Board decided to start the revision from 1968 as the whole of 1967 is likely to be taken up for the implementation of the new wage scales.

Provision for Gratuity

3.33. One of the terms of reference is that the Board should also consider the demand for grant of gratuity to Non-Journalist employees of the newspaper establishments. The Board unanimously decided that the gratuity scheme as applicable to Working Journalists as per the provisions contained in the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 should be made applicable to all the non-Journalist employees. It has also been provided that decisions of the Supreme Court in this behalf should also be followed. Further provision has also been made for exercising option in favour of any existing gratuity scheme.

Age of Retirement

3.34. The Board is fully conscious of the fact that the proposal regarding the age of retirement is likely to be challenged on the ground that it does not strictly fall within the purview of the Board. The evidence recorded by the Board indicates that there is no uniform practice in respect of age of retirement. This disparity has given rise to some dissatisfaction among the employees. Besides as the wage scales have been formulated for a period ranging from 8 to 18 years, there is apprehension in the minds of the employees that in order to avoid paying the maximum pay of the scale; newspaper establishments may take the advantage of this disparate practice and retire the employees earlier. This is likely to cause great hardship to those employees who have served for a number of years. For these reasons the Board decided that the age of retirement should be fixed at 58 years and that a Non-Journalist shall be continued in service upto the age of 60 years if he produces a certificate of fitness from a registered medical practitioner. In order to give full and uniform effect to the proposed wage scales the Board decided to include this provision in its proposals.

3.35. It was also brought to the notice of the Board that the employees were retired early and again re-employed by the employers on lower salaries, thereby deriving the benefit of experienced employees on lower remuneration. It is to remedy this grievance that the Board thought it fit to provide for both uniform age of retirement and remuneration to be paid on re-employment.

3.36. The wage scale proposed by the Board is linked up with the average consumer price index number for the year 1965. As the All India Average Consumer Price Index Number has been steadily rising since then the Board thought it fit that some retrospective operation should be given to the scales of wages proposed by it. At the same time as the smaller papers are not in a position to bear the burden of retrospective operation it was decided by the Board that in the case of classes I, II and III of newspapers and News-Agencies and Class I of periodicals wage scales should be implemented from the 1st of January 1967 and in all other cases it should start from the 1st of July 1967. In order to ease the burden likely to fall by the payment of arrears it is provided that the arrears should be paid in one instalment within six months from the date of the publication of the order of the Central Government in the Gazette.

A proviso has also been added that if a non-Journalist's services are terminated by the employer before the arrears are paid, it would become payable immediately on such termination.

Provision has also been made that contractual labour should not be allowed in presses by the newspaper establishments. This provision became necessary as in order to avoid paying proposed wage scale some newspaper establishments started employing contractual labour. As the contractual labour is not in the regular service of the newspaper establishments, implementation of the wage scale cannot be enforced. It is to redress this grievance that this provision has been included in the proposals.



CHAPTER IV

RECOMMENDATIONS OF THE WAGE BOARD FOR NON-JOURNALIST EMPLOYEES OF NEWSPAPER ESTABLISHMENTS

PRELIMINARY

4.1. *Definitions*—In the following paragraphs the following expression shall have the meanings assigned to them.

“Non-Journalist employee” means all full-time employees including out-station staff of a newspaper establishment excluding Working Journalists and those who are employed mainly in a managerial or administrative capacity.

NOTE—Persons who can take initiative and pass independent orders will be the only persons who will be treated as those who are in a managerial or administrative capacity.

“Working Journalists” this term will have the same definition as defined in Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

“Newspaper Establishment” means an establishment including a printing press, under the control of any person or body of persons, whether incorporated or not, for the production or publication of one or more newspapers or for conducting any news-agency or syndicate.

“Accounting Year” used with reference to a particular year shall, in the case of a newspaper establishment whose accounting year is a calendar year, mean that calendar year and shall in the case of a newspaper establishment whose accounting year is different from the calendar year, mean that accounting year of the establishment of which more than half falls in the particular calendar year. In the case of a newspaper where accounting year starts from 1st of July, the accounting year would be the year in which the first six months fall.

Example—If the accounting year of a newspaper establishment starts from April 1st reference to the accounting year 1962 in the succeeding paragraph shall be construed as reference to the accounting year 1962-63 of such establishment. On the other hand, if the accounting year of a newspaper establishment starts from 1st October, reference to the accounting year 1962 in these paragraphs will be construed as reference to the accounting year 1961-62 of that establishment.

“Category” means any of the kind of employees mentioned under the groups set out in paragraph 23.

"Gross Revenue" (a)—In the case of a newspaper means the entire revenue earned by the establishment from one centre. Revenue in respect of circulation and advertisement shall be taken to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission allowed by the income-tax authorities. In the case of a group the entire revenue of a unit is to be calculated as follows :

The circulation and advertisement revenue of each unit be separated. The remaining revenue is to be apportioned to each unit in proportion to its circulation and advertisement revenue :

Provided that in a newspaper establishment in regard to the activity of other departments, which have nothing to do with the income and expenditure of the newspaper, including the depreciation on the machinery employed by the newspaper establishment, the net income of those of other departments is to be excluded from the income of the newspaper.

(b) In the case of a news-agency, means the entire revenue of the establishment by whatever sources earned by the establishment.

"Group" means two or more newspapers published by a newspaper establishment from the same centre.

"Multiple Unit" means the same newspaper published from more than one centre by a newspaper establishment.

"Chain" means more than one newspaper published by a newspaper establishment from more than one centre.

"Metropolitan Centre" or "Metropolitan City" means the city of Bombay, Calcutta, Delhi and Madras.

4.2. *Classification of Newspaper Establishments*—For the purpose of fixation of wages of Non-Journalists, Newspapers and News-agencies should be classified in the manner hereinafter provided.

4.3. Classification of newspaper establishment should be based on the average revenues of the three accounting years 1963, 1964 and 1965.

4.4. In the case of a newspaper establishment completing two out of the aforesaid three accounting years, its classification should be determined on the basis of its average revenues for those two years.

4.5. In the case of newspaper establishment which has completed only one year of the said accounting years, its classification should be determined on the basis of its revenues for that year.

4.6. The classification determined in accordance with the provisions of paragraphs 3, 4 and 5 should continue until the newspaper establishment is reclassified in accordance with the provisions of paragraph 21.

4.7. A newspaper establishment or news-agency started after the year 1965 should be deemed to fall within the lowest class of newspaper establishment and should continue to remain in that class until it is reclassified according to the provisions of paragraph 21.

4.8. If the ownership of a newspaper establishment is transferred by one person to another at any time after the accounting year 1961, the provisions of paragraphs 3 to 7 should apply to such newspaper establishment as if the revenues of the newspaper establishment for the relevant accounting years under the previous owner were its revenues for those years under the new owner.

4.9. *Dailies*—Newspaper establishment should, subject to the provisions of the succeeding paragraphs, be classified under the following seven classes on the basis of its gross revenue—

Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

4.10. If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40% of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

4.11. *Groups, Multiple Units and Chains*—In the case of a multiple unit, all constituent units should be placed in the highest of the classes in which they are taken separately, would fall, under the foregoing provisions, provided that no such unit should as a result of the provisions of this paragraph be placed more than two classes above the class in which it would fall on the basis of its own revenues in accordance with the provisions of paragraph 9.

4.12. In the case of a group, English daily newspapers including the 7th day edition by whatever name it is called published from one centre by a newspaper establishment will form one unit and all Indian language daily newspapers published from one centre including the 7th day edition by whatever name it is called will also form one unit :

Provided that common staff of non-Journalist employees for the purpose of scales of pay and allowances shall be placed in highest class of the unit.

4.13. In the case of a newspaper establishment having more than one unit at one centre of publication as defined in paragraph 12 the weaker unit at that centre will be given a weightage of two classes, if the stronger unit falls in class I, II or III and one class if the stronger unit falls in class IV, V or VI.

Provided that where the weaker unit is only one class below the other unit of that centre then it will be placed in the class of the other unit.

4-14. Where a newspaper establishment publishes one newspaper from one centre and another newspaper from another centre they will be classified according to their own individual revenue. Where a newspaper forms part of a multiple or group the papers falling in these categories will be governed by the principles laid down in paras 11 and 12.

4-15. *Weeklies and other periodicals*—Newspaper establishment owning weeklies and other periodicals should be classified on the basis of their gross revenue as follows :—

Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

4-16. A weekly which is substantially the 7th day edition of a daily or a special edition of a daily by whatever name it may be called should be deemed to be part of the daily and should be dealt with in accordance with the provisions of paragraphs 11, 12, 13 and 14.

4-17. All bi-weeklies, tri-weeklies and other periodicals should be classified on the basis of their gross revenue in accordance with the provisions of paragraph 14.

4-18. The weaker units of weeklies, fortnightlies, bi-weeklies, tri-weeklies, monthlies and other periodicals forming part of a group shall be placed one class above the class to which they belong on the basis of gross revenue as per paragraph 15. In the case of a multiple, principles laid down in para 11 be followed.

4-19. *News-Agencies*—News-agency should be classified on the basis of their gross revenue as follows—

Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 30 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 15 lakhs and above and less than Rs. 30 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 15 lakhs.
VII	Less than Rs. 5 lakhs.

4.20. A foreign news-agency, that is to say, news-agency which operates in India but whose principle office is situated outside India should be treated on par with the Press Trust of India in respect of classification.

4.21. *Reclassification*—It should be open either to the employer or to the employees to seek reclassification of a newspaper establishment at any time after the accounting year 1968 on the basis of the average revenues of the three immediately preceding accounting years provided that such reclassification should not be sought more than once in any period of three consecutive accounting years.

4.22. *Classification of areas*— For the payment of dearness allowance to full time employees, areas should be classified as follows:—

Area No. I.—Metropolitan Cities.

Area No. II.—Towns with the population of 5 lakhs and above but excluding metropolitan cities.

Area No. III.—Other places.

The population figures as published in the last available all India Census Report should be taken to be the figures for the purpose of the above publication.

4.23. *Grouping of Non-Journalists*—

I. *Administrative staff*—(a) In daily newspapers Class I, Class II and Class III ~~and weeklies & periodicals~~ *class I:-*

Group I. General Manager, Manager and Secretary.

Group II. Departmental Managers (those who are Incharge of Circulation, Advertisement Departments, Personnel etc.), Chief Accountant (Accountant), P. R. Os. (Class I and II ~~papers~~ *daily newspaper*)

Group III. Liaison Officers, Accounts Officers, Chief Internal Auditor, Assistant Advertisement Managers and Assistant Circulation Managers, Personnel Officers.

Group IV. Sectional Heads (supervising work of 5 clerks),* Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno-Secretaries), Assistant Accountant, Advertisement Representative.

Group V. Stenographers, Assistants, Ledger Clerks, Cashiers, Clerks working on Balance sheets or costing, Watch and Ward Inspectors, Assistant Cashiers, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, scheduling work for advertisements or making advertisement dummy, Comp-tists, Clerks doing work relating to tax matters like Sales Tax, Income Tax, Excise Duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, calculating E.S.I. and Provident Fund, those working on Accounting Machines, Teleprinter Operators, Field Organisers and those doing ABC.

Group VI. Factory Clerks, Works Clerks, Record-keepers, Clerks doing simple copying work, Filing work, those preparing bills, Challans for bills, circulation receipts, Time-Keepers (Time Office, Advt. Box sorters), Typists, Telephone Operators, Addressographers, Receptionists, Railway Despatch Clerks, Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisements, sale of publications.

Group VII. Bill Collectors, Daftry or those doing semi-clerical work.

Group VIII. Peon, Sweeper, Chowkidar, Bearer, Cleaner, Callboy, Canteenboy, Waterboy and Mali.

(b) In daily newspapers Class IV, Class V, Class VI and Class VII—

Group I. General Manager, Manager and Secretary.

Group II. Departmental Managers (those who are Incharge of Circulation, Advertisement Departments, Personnel etc.) Chief Accountant (Accountant), P.R.Os. (Class I and II papers), Chief Internal Auditor.

Group III. Sectional Heads (supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personnel Assistants (Steno-Secretaries).

Group IV. Stenographers, Assistants, Ledger Clerks, Clerks working on Balance sheets or costing, Cashiers, Watch and Ward Inspectors, Assistant Cashiers, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, Scheduling work for advertisements or making advertisement dummy, Comptists, Clerks doing work relating to Tax matters like Sales Tax, Income Tax, Excise Duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, Calculating E.S.I. and Provident Fund, those working on Accounting Machines, Teleprinter Operators, Field Organisers and those doing ABC.

Group V. Factory Clerks, Works Clerks, Record-keepers, Clerks doing simple copying work, Filing work, those preparing bills, Challans for bills, Circulation Receipts, Time-Keepers (Time Office, Advertisement Box Sorters), Typists, Telephone Operators, Addressographers, Receptionists, Railway Despatch Clerks, Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisements, sale of publications.

Group VI. Bill Collectors, Daftry or those doing semi-clerical work.

Group VII. Peons, Sweeper, Chowkidar, Bearer, Cleaner, Callboy, Canteenboy, Waterboy and Mali.

(c) In Weeklies and Periodicals—(Owek than class I)

Group I. General Manager, Manager and Secretary.

Group II. Departmental Managers (those who are incharge of Circulation, Advertisement Departments, Personnel etc.), Chief Accountant (Accountant), P.R.Os. (Class I & II papers), Chief Internal Auditor.

Group III. Sectional Heads (supervising work of 5 clerks), Business Canvassers, Sales Representatives, Head Clerks, Personal Assistants (Steno-Secretaries).

Group IV. Stenographers, Assistants, Ledger Clerks, Clerks working on Balance sheets or costing, Cashiers, Watch and Ward Inspectors, Assistant Cashier, Circulation Inspectors, Advertisement Translators, Clerks doing independent correspondence, Scheduling work for advertisements or making advertisement dummy, Comptists, Clerks doing work relating to Tax matters like Sales Tax, Income Tax, Excise duty, Persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, calculating ESI and Provident Fund, those working on Accounting Machines, Teleprinter Operators, Field Organisers and those doing ABC.

Group V. Factory Clerks, Works Clerks, Record-keepers, Clerks doing simple copying work, filing work, those preparing bills, Callans for bills, Circulation Receipts, Timekeepers (Time Office, Advertisement Box sorters), Typists, Telephone Operators, Addressographers, Receptionists, Railway Despatch Clerks, Parcel Clerks, Despatchers, Franking Machine Operators, Sanitary Inspectors, Persons dealing with the acceptance of advertisements, sale of publications.

Group VI. Bill Collectors, Daftry or those doing semi-clerical work.

Group VII. Peon, Sweeper, Chowkidar, Bearer, Cleaner. Callboy Canteen Boy Water Boy, and Mali.

II. *Factory Staff*—(d) Factory Workers of Daily newspapers—

Group I. Lino-Mechanics, Mono-Mechanics, Motor Mechanics, Rotary Mechanics, Armature Winder, Lino Operator, Mono Operator, Colour-etcher, Printer (Foreman, Composing Supervisor), Rotary Machine Shift Incharge (Minder).

Group II. Sarang, Stereo Caster, Corrector, Make-up Man, Hand Compositor (for Classes I, II, III & IV), Imposer, Driver (for Classes I, II, III & IV), Ludlow Operator, APL Operator, Half-tone Etcher, Camera Operator, Rotary Machineman (General).

Group III. Caster, Monocaster, Electrician, Cutter, Carpenter, Copyholder, Dark Room Assistant, Mistry, Fitter, Machineman (Except Rotary Machineman), Roller Maker, Moulder, Mangleman, Mason, Plate Maker (Black & White), Stereoman, Turner, Wireman, Welder, Hand Compositor (For Classes V, VI & VII), Driver (For classes V, VI and VII).

Group IV. Treadleman, Line-etcher, Blacksmith, Cook, Distributor.

Group V. Semi-skilled Baller, Binder, Flyboy, Knife-Sharpener, Mounter, Plate-Grinder, Rollerman, Router, Reel Winder, Stitcher, Colour Work Examiner, Barman, Counter, Daftry, Dhobi, Galley Pressman, Inkman, Interlay Cutter, Liftman, Lockup Man, Lead Melter, Numberer, Proof Puller, Feeder, Paperman, Head Peon, Havildar, Jamadar.

Group VI. Mazdoor, Reel Loader and Unloader, Trolleyman, Baller.

(e) Factory Workers of Weeklies and Periodicals—

Group I. Lino-Mechanics, Mono-Mechanics, Motor Mechanics, Rotary Mechanics, Armature Winder, Lino Operator, Mono Operator, Colour Etcher, Printer (Foreman, Composing Supervisor), Rotary Machine Shift Incharge (Minder).

Group II. Sarang, Stereo Caster, Corrector, Make-up Man, Hand Compositor (for Classes I & II), Imposer, Driver (for classes I & II), Ludlow Operator, APL Operator, Half-tone Etcher, Camera Operator, Rotary Machineman (General).

Group III. Caster, Monocaster, Electrician, Cutter, Carpenter, Copy Holder, Dark Room Assistant, Mistry, Fitter, Machineman (Except Rotary Machineman), Roller Maker, Moulder, Mangleman, Mason, Plate-maker (Black and White), Stereoman, Turner, Wireman, Welder, Hand Compositor (for Classes III, IV, V and VI), Driver (for classes III, IV, V and VI).

Group IV. Treadleman, Line-etcher, Blacksmith, Cook, Distributor.

Group V. Semi-skilled Baller, Binder, Fly-boy, Knife-sharpener, Mounter, Plate-grinder, Rollerman, Router, Reel Winder, Stitcher, Colour work examiner, Barman, Counter, Daftry, Dhobi, Galley Pressman, Inkman, Interlay Cutter, Liftman, Lockup Man, Lead Melter, Numberer, Proof Puller, Feeder, Paperman, Head Peon, Havildar, Jamadar.

Group VI. Mazdoor, Reel-loader and Unloader, Trolleyman, Baller.

(f) Grouping of Non-Journalist Employees of News-Agencies—

Administrative Staff

Group I. General Manager, Chief Accountant.

Group II. Accountant.

Group III. Office-Secretary, Stores Officer.

Group IV. Cashier, Assistant Accountant, Commercial Assistant, Stores Assistants.

Group V. Senior Clerks.

Group VI. Junior Clerks, Car Driver.

Group VII. Havildars.

Group VIII. Peons, Hammals, Sweepers, etc.

Engineering Deptt., Transmission Deptt. and Production Deptt.

Group I. Chief Engineer.

Group II. Engineer, Superintendent.

Group III. Assistant Engineer, Transmission Incharge.

Group IV. Selection Grade & Die-maker.

Group V. Senior Technician/Senior Operator.

Group VI. Technician/Junior Operator.

Group VII. Machine Attender/Transmission Boys.

Remarks—1. It is not obligatory for a newspaper establishment to comply any or all of the categories of employees grouped above. Some of the functions may be combined. The non-Journalist employees shall continue to discharge the functions which they had been performing before the coming into force of these recommendations.

2. If any employee or any category of employees is not included in the above grouping, they should be placed in such groups as would be determined by mutual negotiations between the management and the representatives of employees.

3. Due to paucity of data, scales of wages of Non-Journalist employees in Engineering, Transmission and Production Department of news-agencies other than P.T.I. have not been prescribed.

4.24. *Remuneration*—Wages, Scales and Grades :

(*Administrative Staff—Daily Newspapers*)

Class	Group of Employees	Scale	Years
1	2	3	4
I. (Rs. 200 lakhs and J above).	No scale.		
	II	500—30—650—40—850—75—1225	(15 years)
	III	400—20—500—40—700—50—950	(15 years)
	IV	275—13—340—24—460—45—685	(15 years)
	V	250—12—310—24—430—50—680	(15 years)
	VI	190—10—240—16—320—30—380	(12 years)
	VII	125—3—140—5—175	(12 years)
	VIII	110—5—160	(10 years)

1	2	3	4
II. (Rs. 100 lakhs & above and less than Rs. 200 lakhs).	I II III IV V VI VII VIII	No scale. 350—14—420—34—590—55—865 300—14—370—26—500—50—750 240—12—300—24—420—40—620 225—10—275—21—380—42—590 175—11—230—14—300—25—350 115—3—130—5—165 100—5—150	(15 years) (15 years) (15 years) (15 years) (12 years) (12 years) (10 years)
III. (Rs. 50 lakhs & above and less than Rs. 100 lakhs).	I II III IV V VI VII VIII	No scale. 300—14—370—26—500—50—750 275—13—340—24—460—45—685 225—10—275—20—375—40—575 200—10—250—18—340—30—490 160—8—200—16—280—20—320 105—3—120—5—155 90—5—140	(15 years) (15 years) (15 years) (15 years) (12 years) (12 years) (10 years)
IV. (Rs. 30 lakhs & above and less than Rs. 50 lakhs).	I II III IV V VI VII	No scale. 250—12—310—20—410—45—500 200—10—250—20—350—25—400 165—9—210—12—270—25—320 130—8—170—13—235—20—275 95—3—110—5—145 80—2—100	(12 years) (12 years) (12 years) (12 years) (12 years) (10 years)
V. (Rs. 15 lakhs & above and less than Rs. 30 lakhs).	I II III IV V VI VII	No scale. 220—12—280—18—370—35—440 190—10—240—16—320—20—360 150—8—190—16—270—20—310 115—6—145—12—205—15—235 85—2—95—5—130 70—1½—85	(12 years) (12 years) (12 years) (12 years) (12 years) (10 years)
VI. (Rs. 5 lakhs & above and less than Rs. 15 lakhs).	I II III IV V VI VII	No scale. 200—10—250—20—350—25—400 175—9—220—12—280—25—330 140—8—180—10—230—25—280 105—5—130—11—185—15—215 75—2—85—5—120 60—1—70	(12 years) (12 years) (12 years) (12 years) (12 years) (10 years)
VII. (Less than Rs. 5 lakhs).	I II III IV V VI VII	No scale. 175—9—220—12—280—25—330 150—8—190—10—240—25—290 125—8—165—12—225—15—255 95—5—120—10—170—12½—195 65—2—75—5—110 50—1—60	(12 years) (12 years) (12 years) (12 years) (12 years) (10 years)

Weeklies and Periodicals

1	2	3	4
I. (Rs. 50 lakhs and above).	I No scale.		
	II 300—14—370—26—500—50—750		(15 years)
	III 275—13—340—24—460—45—685		(15 years)
	IV 225—10—275—20—375—40—575		(15 years)
	V 200—10—250—18—340—30—490		(15 years)
	VI 160—8—200—16—280—20—320		(12 years)
	VII 105—3—120—5—155		(12 years)
	VIII 90—5—140		(10 years)
II. (Rs. 30 lakhs & above and less than Rs. 50 lakhs).	I No scale.		
	II 250—12—310—20—410—45—500		(12 years)
	III 200—10—250—20—350—25—400		(12 years)
	IV 165—9—210—12—270—25—320		(12 years)
	V 130—8—170—13—235—20—275		(12 years)
	VI 95—3—110—5—145		(12 years)
	VII 80—2—100		(10 years)
III. (Rs. 15 lakhs & above and less than Rs. 30 lakhs).	I No scale.		
	II 220—12—280—18—370—35—440		(12 years)
	III 190—10—240—16—320—20—360		(12 years)
	IV 150—8—190—16—270—20—310		(12 years)
	V 115—6—145—12—205—15—235		(12 years)
	VI 85—2—95—5—130		(12 years)
	VII 70—1½—85		(10 years)
IV. (Rs. 5 lakhs & above and less than Rs. 15 lakhs).	I No scale.		
	II 200—10—250—20—350—25—400		(12 years)
	III 175—9—220—12—280—25—330		(12 years)
	IV 140—8—180—10—230—25—280		(12 years)
	V 105—5—130—11—185—15—215		(12 years)
	VI 75—2—85—5—120		(12 years)
	VII 60—1—70		(10 years)
V. (Rs. 2½ lakhs & above and less than Rs. 5 lakhs).	I No scale.		
	II 175—9—220—12—280—25—330		(12 years)
	III 150—8—190—10—240—25—290		(12 years)
	IV 125—8—165—12—225—15—255		(12 years)
	V 95—5—120—10—170—12½—195		(12 years)
	VI 65—2—75—5—110		(12 years)
	VII 50—1—60		(10 years)
VI. (Less than Rs. 2½ lakhs).	I No scale.		
	II 150—8—190—10—240—25—290		(12 years)
	III 130—7—165—11—220—20—260		(12 years)
	IV 105—5—130—11—185—15—215		(12 years)
	V 95—5—155		(12 years)
	VI 65—1—70—2—80—5—90		(12 years)
	VII 50—50 paise—55		(10 years)

Factory Employees—Daily Newspapers

1	2	3	4
I. (Rs. 200 lakhs and above).	I	250—12—310—24—430—50—680	(15 years)
	II	210—10—260—20—360—30—420	(12 years)
	III	190—10—240—20—340—30—400	(12 years)
	IV	175—9—220—16—300—25—350	(12 years)
	V	150—7—185—15—260—20—300	(12 years)
	VI	110—5—160	(10 years)
II. (Rs. 100 lakhs & above and less than Rs. 200 lakhs).	I	225—10—275—21—380—42—590	(15 years)
	II	200—10—250—18—340—30—400	(12 years)
	III	175—9—220—16—300—25—350	(12 years)
	IV	160—8—200—14—270—25—320	(12 years)
	V	140—8—180—12—240—20—280	(12 years)
	VI	100—5—150	(10 years)
III. (Rs. 50 lakhs & above and less than Rs. 100 lakhs).	I	200—10—250—18—340—30—490	(15 years)
	II	175—9—220—16—300—25—350	(12 years)
	III	160—8—200—20—300—25—350	(12 years)
	IV	145—7—180—12—240—25—290	(12 years)
	V	125—7—160—12—220—15—250	(12 years)
	VI	90—5—140	(10 years)
IV. (Rs. 30 lakhs & above and less than Rs. 50 lakhs).	I	175—9—220—16—300—25—425	(15 years)
	II	140—8—180—12—240—20—280	(12 years)
	III	110—6—140—10—190—20—230	(12 years)
	IV	105—5—130—10—180—20—220	(12 years)
	V	95—5—120—10—170—12½—195	(12 years)
	VI	80—2—100	(10 years)
V. (Rs. 15 lakhs & above and less than Rs. 30 lakhs).	I	150—8—190—14—260—20—360	(15 years)
	II	120—6—150—10—200—20—240	(12 years)
	III	100—5—125—10—175—12½—200	(12 years)
	IV	90—5—115—8—155—12½—180	(12 years)
	V	85—5—110—8—150—10—170	(12 years)
	VI	70—1½—85	(10 years)
VI. (Rs. 5 lakhs & above and less than Rs. 15 lakhs).	I	135—7—170—12—230—20—330	(15 years)
	II	110—5—135—11—190—15—220	(12 years)
	III	95—5—120—10—170—12½—195	(12 years)
	IV	80—5—105—7—140—15—170	(12 years)
	V	75—5—100—8—140—12½—165	(12 years)
	VI	60—1—70	(10 years)
VII. (Less than Rs. 5 lakhs).	I	125—8—165—12—225—15—300	(15 years)
	II	100—5—125—10—175—12½—200	(12 years)
	III	85—5—110—8—150—12½—175	(12 years)
	IV	70—5—95—8—135—10—155	(12 years)
	V	65—5—90—7—125—10—145	(12 years)
	VI	50—1—60	(10 years)

Factory Employees of the Weeklies and Periodicals

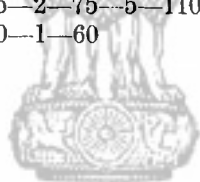
	1	2	3	4
I. (Rs. 50 lakhs and above).	I	200—10—250—18—340—30—490	(15 years)	
	II	175—9—220—16—300—25—350	(12 years)	
	III	160—8—200—20—300—25—350	(12 years)	
	IV	145—7—180—12—240—25—290	(12 years)	
	V	125—7—160—12—220—15—250	(12 years)	
	VI	90—5—140	(10 years)	
II. (Rs. 30 lakhs & above and less than Rs. 50 lakhs).	I	175—9—220—16—300—25—425	(15 years)	
	II	140—8—180—12—240—20—280	(12 years)	
	III	110—6—140—10—190—20—230	(12 years)	
	IV	105—5—130—10—180—20—220	(12 years)	
	V	95—5—120—10—170—12½—195	(12 years)	
	VI	80—2—100	(10 years)	
III. (Rs. 15 lakhs & above and less than Rs. 30 lakhs).	I	150—8—190—14—260—20—360	(15 years)	
	II	120—6—150—10—200—20—240	(12 years)	
	III	100—5—125—10—175—12½—200	(12 years)	
	IV	90—5—115—8—155—12½—180	(12 years)	
	V	85—5—110—8—150—10—170	(12 years)	
	VI	70—1½—85	(10 years)	
IV. (Rs. 5 lakhs & above and less than Rs. 15 lakhs).	I	135—7—170—12—230—30—380	(15 years)	
	II	110—5—135—11—190—15—220	(12 years)	
	III	95—5—120—10—170—12½—195	(12 years)	
	IV	80—5—105—7—140—15—170	(12 years)	
	V	75—5—100—8—140—12½—165	(12 years)	
	VI	60—1—70	(10 years)	
V. (Rs. 2½ lakhs & above and less than Rs. 5 lakhs).	I	125—8—165—12—225—15—300	(15 years)	
	II	100—5—125—10—175—12½—200	(12 years)	
	III	85—5—110—8—150—12½—175	(12 years)	
	IV	70—5—95—8—135—10—155	(12 years)	
	V	65—5—90—7—125—10—145	(12 years)	
	VI	50—1—60	(10 years)	
VI. (Less than Rs. 2½ lakhs).	I	120—5—145—7—180—12—240	(15 years)	
	II	100—5—160	(12 years)	
	III	80—5—140	(12 years)	
	IV	75—5—135	(12 years)	
	V	60—5—120	(12 years)	
	VI	50—50 paise—55	(10 years)	

Pay Scales for News Agencies—Administrative Staff

1	2	3	4
I. (Rs. 200 lakhs and above).	I	No scale.	
	II	500—30—650—40—850—75—1225	(15 years)
	III	400—20—500—40—700—50—950	(15 years)
	IV	275—13—340—24—460—45—685	(15 years)
	V	250—12—310—24—430—50—680	(15 years)
	VI	190—10—240—16—320—30—380	(12 years)
	VII	125—3—140—5—175	(12 years)
	VIII	110—5—160	(10 years)
II. (Rs. 100 lakhs & above and less than Rs. 200 lakhs).	I	No scale.	
	II	400—20—500—35—675—55—900	(15 years)
	III	300—14—370—26—500—50—750	(15 years)
	IV	250—12—310—28—450—40—650	(15 years)
	V	225—10—275—21—380—42—590	(15 years)
	VI	175—11—230—14—300—25—350	(12 years)
	VII	115—3—130—5—165	(12 years)
	VIII	100—5—150	(10 years)
III. (Rs. 50 lakhs & above and less than Rs. 100 lakhs).	I	No scale.	
	II	300—14—370—26—500—50—750	(15 years)
	III	275—13—340—24—460—45—685	(15 years)
	IV	225—10—275—20—375—40—575	(15 years)
	V	200—10—250—18—340—30—490	(15 years)
	VI	160—8—200—16—280—20—320	(12 years)
	VII	105—3—120—5—155	(12 years)
	VIII	90—5—140	(10 years)
IV. (Rs. 30 lakhs & above and less than Rs. 50 lakhs).	I	No scale.	
	II	250—12—310—20—410—45—500	(12 years)
	III	200—10—250—20—350—25—400	(12 years)
	IV	190—10—240—16—320—20—360	(12 years)
	V	165—9—210—12—270—25—320	(12 years)
	VI	130—8—170—13—235—20—275	(12 years)
	VII	95—3—110—5—145	(12 years)
	VIII	80—2—100	(10 years)
V. (Rs. 15 lakhs & above and less than Rs. 30 lakhs).	I	No scale.	
	II	220—12—280—18—370—35—440	(12 years)
	III	190—10—240—16—320—20—360	(12 years)
	IV	175—9—220—12—280—25—330	(12 years)
	V	150—8—190—16—270—20—310	(12 years)
	VI	115—6—145—12—205—15—235	(12 years)
	VII	85—2—95—5—130	(12 years)
	VIII	70—1½—85	(10 years)

1	2	3	4
VI. (Rs. 5 lakhs & above and less than Rs. 15 lakhs).	I No scale. II 200—10—250—20—350—25—400 III 175—9—220—12—280—25—330 VI 160—8—200—16—280—20—320 V 140—8—180—10—230—25—280 VI 105—5—130—11—185—15—215 VII 75—2—85—5—120 VIII 60—1—70		(12 years) (12 years) (12 years) (12 years) (12 years) (12 years) (10 years)

VII. (Loss than Rs. 5 lakhs).	I No scale. II 175—9—220—12—280—25—330 III 150—8—190—10—240—25—290 IV 140—7—175—11—230—25—280 V 125—8—165—12—225—15—255 VI 95—5—120—10—170—12½—195 VII 65—2—75—5—110 VIII 50—1—60		(12 years) (12 years) (12 years) (12 years) (12 years) (12 years) (10 years)
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Pay Scales of Press Trust of India (Engineering, Transmission and Production Branch)

I	No scale.	
II	500—30—650—40—850—75—1,000	(12 years)
III	450—20—550—40—750—75—900	(12 years)
IV	375—15—450—30—600—50—700	(12 years)
V	300—15—375—35—550—50—650	(12 years)
VI	175—10—225—15—300—25—350	(12 years)
VII	115—3—130—5—165	(12 years)

4.25. *Dearness allowance*—Dearness allowance should be paid to non-Journalists at the following rates—

Range of Basic Pay	Area		
	III Rs.	II Rs.	Rs.
Below Rs. 100	30	40	50
Rs. 100 to Rs. 200	40	55	70
Above Rs. 200 and up to Rs. 300 ..	50	65	80
Above Rs. 300 and up to Rs. 400 ..	60	75	90
Above Rs. 400 and up to Rs. 500 ..	70	85	100
Above Rs. 500 and up to Rs. 800 ..	85	100	110
Above Rs. 800 and up to Rs. 1,200 ..	100	115	130
Above Rs. 1,200	120	140	150

4.26. The proposed scales of pay and dearness allowance is to be linked up with the average consumer price index number for the year 1965 of the All India Average Consumer Price Index numbers for working class (with 1949 equal to 100) as base, i.e., 166. The dearness allowance should be revised every year either upwards or downwards on the basis of the average of the previous 12 months. The first revision is to take place in January 1968 as soon as average consumer price index number for the year 1967 is available. If the average of the year 1967 differs from the average of the year 1965 by 10 points or more upwards or downwards the dearness allowance is to be revised at the rate of 50 paise per point upwards or downwards as the case may be. After 1968 revision is to be made every year in January on the basis of the average of the previous year as soon as the figures are available, provided the average of the 12 months differs by 10 points or more from the average of the year immediately preceding the previous year. The rate of revision is to be 50 paise per point.

4.27. *Other allowances*—The Board recommends that the fixation of conveyance, entertainment, travelling, night shift etc., should be left to collective bargaining between the non-Journalists and the newspaper establishments concerned.

4.28. The gratuity scheme as applicable to working Journalists as per the provisions contained in the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 subject to the decisions of the Supreme Court shall be applicable to all the non-Journalist employees. If there be any gratuity scheme applicable to any non-Journalists immediately before coming of these recommendations into force in that case at his option he can continue to be governed by that scheme instead of the one recommended above,

4.29. *Fitment*—(1) For the purpose of fitment—

(i) Relevant dates means—

In the case of Classes I, II & III of newspapers and News Agencies and Class I Periodicals—1st January 1967.

In the case of all others—1st July, 1967.

(ii) The present emolument of a non-Journalist shall mean his basic pay plus the D.A. and the amount of interim relief payable to him immediately before the relevant date.

(iii) The revised scale shall mean the scale of pay applicable as per para 24 of these recommendations.

(iv) The assumed basic pay for a non-Journalist shall mean the amount arrived at after reducing the present emolument by the amount of D.A. for the minimum of revised scale applicable in his case as per para 25 and 24 respectively.

(2) If the assumed basic pay of a non-Journalist is less than the revised scale, his initial pay will be brought to the level of the minimum of the revised scale.

(3) In case the assumed basic pay is higher than the minimum of the revised scale and equal to any stage in the revised scale it will be fixed at that stage.

(4) In case the assumed basic pay is higher than the minimum of the revised scale but not at level with any stage in the revised scale then it will be brought upward to the level of the nearest stage of the scale.

(5) After the initial fixation of basic pay of a non-Journalist as set forth in paragraphs 2, 3, 4 above each non-Journalist shall be given one increment on the basis of each five years completed service in the group he was immediately before coming into operation of these recommendations.

Provided that in no case more than three increments shall be given; and provided further that by fixation of his pay in the manner suggested above no one will get more than the maximum of the revised scale.

(6) After the initial fixation of the basic pay of a non-Journalist as set forth in the foregoing sub-paragraphs the D.A. as per para 25 shall be payable from the relevant dates on the basic wage so arrived.

(7) A non-Journalist at his option can retain the present scale. This option he has to exercise within a period of two months from the date of publication of Government decision on this recommendation. Option once exercised shall be final.

(8) When a non-Journalist is fitted into a scale in accordance with the provisions of sub-paragraphs 1 to 7 as on the relevant date, he should be entitled to count increments in the appropriate scales as from that date.

(9) In no case, should the total of the existing basic pay and dearness allowance, if any, be reduced as a result of the operation of the provisions contained in these recommendations.

(10) When a newspaper establishment is reclassified in accordance with paragraph 21, the employee should be fitted into the new scale, applicable to him as his existing basic pay. When the basic pay does not coincide with a stage in the new scale, the employee should be fitted at the next higher stage when the classification goes up and at the next lower stage when the classification goes down. In the latter case, the higher existing basic pay should be protected and the difference between the existing basic pay and the pay to which he is so fitted may be absorbed in a future increment.

4·30. *Miscellaneous*—The interim rates of wages fixed by the Government vide Notification No. WB. 17(13)/64, dated 9th April, 1965 shall cease to be in operation from the relevant date.

4·31. The age of retirement of a non-Journalist shall be 58 years. However a non-Journalist shall be continued in service upto the age of 60 years, on production of a fitness certificate from any registered medical practitioner.

4·32. Re-employment shall be on the basis of the last pay drawn by the employee at the time of retirement.

4·33. An apprentice is a person who is only a learner and not an employee in a newspaper. The period of apprenticeship shall not exceed two years.

4·34. Subject to the provisions of the standing orders applicable to a newspaper establishment a non-Journalist may be employed as a probationer for a period not exceeding one year during which he shall be paid basic pay not less than the minimum of the scale applicable to the class of establishment and the group in which he is a probationer alongwith allowances attached to the post. In case a non-Journalist acting as a probationer on a higher post is drawing more than the minimum pay of the higher post then he should get 10 per cent of the minimum pay of the higher post in addition to his salary of the lower post during the probationary period.

4·35. *Date of Operation*—These recommendations should be operative in respect of each newspaper, news-agency and periodical as from the relevant date applicable to it in accordance with paragraph 29 sub-para (1).

4·36. Total arrears payable by the newspapers or news-agencies to its non-Journalists as a result of retrospective operation provided in paragraph 35 should be paid in one instalment, not later than six months from the date of the publication of the order of the Central Government.

Provided that if services of any non-Journalists are terminated by the employer before the arrears are paid they will become payable immediately on such termination.

4·37. It is recommended that contractual labour should not be allowed in Printing Presses by establishments. However, this restriction would not apply in the case of work of a casual nature.

(For details of voting see Schedule.)

CHAPTER V

MISCELLANEOUS

5.1. Now that the work of fixing the rates of wages for non-Journalist Employees of the newspaper establishments is complete, it now remains for the Board to express its thanks to all the bodies, institutions and individuals who have rendered valuable assistance to the Board. Broadly speaking it can be stated that except periodicals and magazines all the other newspapers, their employees and also the unions have rendered full cooperation to the Board. In the case of small newspapers in the private ownership of individuals we have not been able to secure detailed financial information as most of them do not appear to maintain proper balance sheets. Most of them follow their own system of accounting. In the case of groups, multiple and chains very few newspaper establishments maintain a separate financial account for each constituent unit. This has also caused some difficulty in assessing the financial impact of the proposed wage scale on each constituent unit. The Board, however, expresses its grateful thanks to all the newspaper establishments, their employees and the unions both of the employers and the employees for their unstinted cooperation. The Board would like to mention in particular the assistance which All India Newspaper Employees Federation, Indian and Eastern Newspaper Society and Indian Languages Newspapers Association have rendered. The Board's thanks are also due to the management of the Times of India and Janmabhoomi for lending their Conference Room for holding the meetings of the Board on several occasions in Bombay.

5.2. The Board also would like to mention the name of the Secretary of the Wage Board Shri V.R. Kulkarni who has rendered valuable assistance to the Board in preparing statistical data, organising meetings, making arrangements for the stay of the Members of the Board and in various other ways. Similarly the Board also would like to mention the services rendered by Shri B.L. Kothari, Investigator Grade I, Shri V.S. Tambe, Shri P.B. Gawarikar and Shri M.B. Lodaya, Investigators Grade II attached to the office of the Board. Mention may also be made here of Shri J.M. Mujumdar, Office-Superintendent, Shri P.B. Kshirsagar and Shri K.C. Sethi, Stenographers for their services rendered to the Board.

(Sd.) G.K. SHINDE
Chairman.

Subject to my minute of dissent.

(Sd.) P. BRAHAMAYYA
Member.

I am signing this, subject to my minute of dissent which I have added on to this.

(Sd.) K.M. MATHEW
Member.

(Sd.) SIDHESHWAR PRASAD
Member.

I am signing this, subject to my minute of dissent.

(Sd.) NARENDRA TIWARI
Member.

I am signing this report, subject to my minute of dissent that may be added to this.

(Sd.) AMARNATH VIDYALANKAR
Member.

I am signing this report, subject to my minute of dissent.

(Sd.) T.M. NAGARAJAN
Member.

(Sd.) V.R. KULKARNI
Secretary.

SCHEDULE

DETAILS OF VOTING ON RECOMMENDATIONS

SECTION I

Unanimous Decisions

Para 1—Except the definition of Gross Revenue.

Paras 2 to 8

Para 9—The Classification of classes I, II, III and VII Daily newspapers.

Para 11 & 12.

Para 16

Para 19—Revenue figures as basis of classification in case of Classes I, II, III and VII.

Paras 21 and 22.

Para 23 (a to e) Grouping of non-Journalists (Administrative)—Except stenos, Asstt. Ledger Clerks, Cashiers, Advt. Translator, Teleprinter Operator and Field organisers of V group of Administrative Staff, all other categories of administrative and Factory staff.

Para 23 (f) Grouping of non-Journalists (News Agencies)—Except separate categorisation of Engineering Department, Transmission Department and Production Department, all other categories of news agencies.

Para 25

Para 26

Para 27

Para 28

Para 29 1 (ii, iii, iv)

Para 29 (2 to 4)

Para 29 (6)

Para 29 (7)

Para 29 (8 to 10)

Para 30

Para 32

Para 33 to 35

Para 36

Para 37

SECTION II

Recommendations Approved by Majority

Para 1—Definition of Gross Revenue. The Employers' representatives voted against.

Para 9—The basis of classification of newspaper belonging to Class IV, V, VI of daily newspapers. Employees' representatives and independent-member Shri Prasad voted against.

Para 10—The Employees' representative Mr. Nagarajan voted against.

Para 13—The Employees' representative Mr. Nagarajan voted against.

Paras 15, 17 and 18—The Employers' representatives voted against.

Para 19—Classification of P.T.I. in its own revenue. The Employees' representatives voted against.

Para 23 (a) to (e) Grouping of non-Journalists (Administrative) Categories of V group of Administrative—Clerks working on balance sheet or costing, watch and ward Inspectors, Asstt. Cashiers, Circulation Inspector, Clerks doing independent correspondence, scheduling work for advertisement or making advertisement dummy, comptists, clerks doing work relating to tax matters like sales tax, income tax, excise duty, persons dealing with the preparation of abstracts under the Payment of Wages Act, Minimum Wages Act, calculating E.S.I. and Provident Fund, those working on accounting machine, those doing ABC. The Employers' representatives voted against.

Para 23 (f) Grouping of non-Journalists of News-Agencies—Separate categorisation of Engineering, Transmission Department and Production Department. The Employers' representatives voted against.

Para 24—The Employers' representatives voted against.

Para 29 1 (i)—The Employees' representatives voted against.

Para 29 (5)—The Employers' representatives voted against.

Para 31—The Employers' representatives voted against.

Note of Dissent of Mr. K. M. Mathew and Mr. Narendra Tiwari on the Recommendations of the Central Wage Board for non-Journalist Employees

1. It has been our earnest desire that as far as possible, the recommendations of the Wage Board should be unanimous and all our efforts were directed towards that end. To secure that end, we gave in, on numerous occasions even though we felt that the proposals of the majority would result in some hardship. However, on certain fundamental issues, we could not agree with the views of the majority. We, therefore, have been compelled to put on record our dissent.

2. It is quite usual in the case of Wage Board's recommendations to make them applicable only to establishments above a certain size and economic capacity. In the case of this Wage Board, even the lowest category has been brought within the purview of the recommendations, with the result that such units will not be in a position to take root or thrive.

3. In regard to the definition of term 'gross revenue', we feel that Wage Board recommendations should be free from any ambiguity and capable of easy implementation so that there is no occasion for disputes later. The proviso to clause 4. 1(a) of the definition evidently makes it clear that other incomes which have nothing to do with the activities of the newspaper establishments have to be excluded. The proviso is couched in the following form:

"In a newspaper establishment, in regard to the activity of other departments, which had nothing to do with the income and expenditure of the newspaper, including the depreciation on machinery employed by the newspaper establishment, the net income of those of other departments is to be excluded from the income of the newspaper".

4. The proviso will give rise to various difficulties in its implementation where no separate accounts are maintained in respect of the departments whose income is to be excluded. Disputes will arise in connection with the allocation of income in connection with those departments as generally only one account is maintained by newspaper establishment in connection with all the departments. The definition instead of bringing peace in the industry will give one more cause for dissatisfaction and dispute in the industry. When classification has to be made on the basis of gross revenue, the provision in connection therewith must be such as is easily ascertainable without any complicated calculations and apportionments. The definition must not merely be reasonable but also must be easily applicable in practice and such as would not give rise to controversy in its implementation. We feel that there is no reason to depart from the definition of gross revenue given by the Working Journalists Wage Committee (hereinafter referred to as "Wage Committee") in its Report dated 29th May, 1959, after careful consideration of the matter. The Wage Committee has defined gross revenue as under—

"Gross Revenue" means in the case of a newspaper, the total of its circulation revenue (including subscription revenue) and advertisement revenue." *

5. It is the most scientific and standard form of classifying newspapers. It represents the most practical way of dealing with the matter and is simple, precise and capable of easy implementation and such as would not itself furnish a ground for controversy and fresh disputes and so it should be adopted.

6. For the purpose of arriving at the "gross revenue", it is provided in the majority report that "revenue in respect of circulation and advertisement, shall be taken, to be the amount arrived at after deducting the commission actually allowed to the extent to which the amount of commission (is) allowed by the Income Tax authorities."

7. There is no reason why the amount of commission actually paid and certified by the chartered accountant should not be accepted and the parties be asked to wait until the Income Tax authorities give a final decision in the matter. Such decision may take a considerably long time. The provision is unreasonable, will delay proper classification and is dependent upon a decision of a third party, which may be subject to challenge in further proceedings, and which may take a long time before the matter is finally settled.

8. We consider that the safeguard of actual certificate of payment of such commission by a chartered accountant should be sufficient, when the only object of such allowance is mere classification.

9. In case of a group, English daily newspapers form one unit and all Indian language newspapers form another unit. We feel that if the principle of wage determination rests on revenue of each newspaper, clause 4 (12) offends against the very basis of it. It will be unfair and unjust that all the Indian language newspapers should be made to constitute one unit. For example, an institution may have three Indian language newspapers in one centre with a gross revenue of Rs. 20 lakhs each (so that each one otherwise was liable to be placed in class V) will now be placed in class III in view of the total gross revenue being Rs. 60 lakhs. This would be exposing the group to unfair competition with other newspapers, which according to their individual revenue may perhaps remain in class V or lower. There is no reason why a change should have been made from the existing practice established by the Wage Committee. We are not in agreement with this recommendation of the majority and hold the view that the revenue of each individual newspaper should be considered separately and in any case all Indian language newspapers cannot and should not form one unit.

10. *Periodicals*—In respect of periodicals, the burden on account of Wage Board recommendations will be found crippling by many of the publications and it is our opinion that "other periodicals" should be wholly excluded. The Wage Committee in its report has observed in connection with periodicals as follows:—

"In view of the paucity of evidence in respect of periodicals which are published at longer intervals than week, the Committee did not make any recommendation regarding salaries, scales of grades for Working Journalists employed in the establishments publishing such periodicals."

11. There was also paucity of evidence before the present Wage Board in respect of periodicals which are published at longer intervals than a week, both as regards working Journalists and non-Journalist employees. It was not possible for the Committee to assess the effect of the recommendations of the majority of the Wage Board on the periodicals published at longer intervals than a week and to consider the question of the capacity of such periodicals to bear the burden of the wage scales and other allowances provided for non-Journalist employees. The Wage Board should not have made any recommendations in connection with the same.

12. *Grouping of Employees*—The grouping of non-Journalist employees and the clubbing of the various categories of non-Journalists in one group is done on an ad-hoc basis and there is no job evaluation. The grouping and clubbing is unscientific and would result in considerable hardship to the employers and considerable heart-burning amongst employees. Quite a number of categories clubbed in one group are at present drawing salaries which are not comparable.

13. The wage scales which are provided for each group would place some of the members in one category in a favourable position as compared to persons doing similar work outside the newspaper industry and they would thus be getting preferential treatment. The 'drivers' do the same work whether they are in the engineering industry or rubber industry or newspaper industry. If wages in one industry are out of line with wages in other industries, the same can create dislocation of industry in general. The wages of employees should be provided on industry-cum-region basis. Providing for such employees on a different basis will result in migration from one industry to another—the industry where the wages are high will attract employees from other industries where the wages are comparatively low, and it will be difficult to secure continuity of employment. A driver in Kerala cannot be paid the same salary as a driver in Bombay. So long as the drivers in Kerala are getting a lower salary than the drivers in Bombay, there is no reason to make a different provision for drivers employed in Kerala only in connection with the newspaper industry. Industry-cum-region basis is an accepted principle of wage fixation. When one particular industry is divided into classes in accordance with the revenue earned, the system may work well in connection with such employees as are peculiar to the industry. Where employees belong to a category which is common to the newspaper industry and other industries, the categorisation which does not take into account the regional basis will result in the inequality in payment among members of the same class in the same region who are equally qualified and evoke a sense of injustice in others who may be less paid in the same region. This will give rise to dissatisfaction and consequential industrial unrest. The wage scales which do not take into account the regional variation must of necessity be regarded as unsound. In this connection it will not be out of place to refer to the observation of the Committee on Fair Wages, which runs as under:

“The wage boards should also be charged with the duty of seeing that fair wages so fixed for any particular industry are not very much out of line with wages in other industries in that region. Wide disparities would inevitably lead to movement of labour, and consequent industrial unrest not only in the industry concerned but in the other industries.”

14. The clubbing of various categories of employees at present drawing different salaries under one head with a common wage structure, apart from being unscientific, will, instead of bringing peace in the industry, give rise to industrial unrest.

15. In fixing the wage scales, the majority of the Wage Board has given reasons for the starting pay of the lowest category of employees. But no reasons are given in connection with the maximum in the pay scales fixed by them and for providing a comparatively short span before the maximum in the pay scales is reached. No reason is given for the wage differentials between the different groups in which the non-Journalist employees have been divided.

16. A driver and a hand-compositor in class IV newspapers, in area III, according to the suggested scales, is to start on a salary of Rs. 140 plus D.A. of Rs. 40 i.e. in all Rs. 180. Within 12 years his salary will rise to Rs. 280 plus D.A. of Rs. 50 i.e. in all Rs. 330. At present in Kerala, practically in all places except metropolitan cities, the all-inclusive starting salary of a driver or hand compositor is between Rs. 80 and Rs. 100. As per the recommendation of the majority of the Wage Board, such hand-compositor or a driver will immediately have to be paid double the total amount which he is drawing today and within less than 12 years three times the amount which he is getting today. If the paper is upgraded to class III the same driver in Kerala will get rupees four hundred and eighty.

17. As regard the factory staff in the majority report, the hand-compositor for classes I, II, III and IV is placed in group II and is equated with sarang, stereo-caster, corrector, make-up-man, imposer, driver (for classes I, II, III and IV), ludlow operator, A.P.L. operator, half-tone etcher, camera operator, teleprinter operator, and rotary machineman (general). A hand-compositor for classes V, VI and VII is, however, placed in group III and is equated with caster mono-caster, electrician, cutter, carpenter, copy-holder, dark room assistant, mistry, fitter, machineman (except rotary machineman), roller maker, moulder, mangleman, mason, plate maker (black and white), stereoman, turner, wireman, welder and driver (for classes V, VI and VII). A driver for classes I, II, III and IV is placed in group II while a driver for classes V, VI and VII is placed in group III.

18. This categorisation in a different manner for different class of newspapers of an employee doing the same work will give rise to considerable dissatisfaction amongst drivers and hand-compositors. Drivers and hand-compositors should be equated with the same class of persons. Apart from our objection to this unscientific clubbing, it is our view that the drivers and hand-compositors if they are to be placed in any group that should be group IV.

Administrative Staff

19. *As regards clerical staff in daily newspapers in classes I, II and III—* As regards administrative staff in para 4.23 of the majority report, clerks are divided into two groups. Some are placed in group V and the others in group VI. There is no reason for this differentiation. There will be considerable dissatisfaction amongst the clerks at present employed, in view of the fact that some of

them have been singled out for higher wages. The clerical staff at present is inter-changeable from one department to another. This inter-changeability will be vitally affected. The classification as made, will itself give rise to numerous disputes, in cases where the functions of clerks are of a particular nature. In a number of establishments clerks do not exclusively perform the type of duties which would entitle them to be classified in group V or VI. If some clerks who generally do the work which would fit them in group VI are asked to do even a small part of the work set out in connection with clerks in group V, they will claim for being classified in group V.

20. If the management re-allocates the work so that some clerks do exclusively the work which will entitle them to be in group V and others are exclusively given the work which will entitle them to be classified in group VI, then there would be disputes and consequently unrest in the industry. It is difficult to fit in the new set-up, the clerks who are presently employed in various establishments. At present in some organisations there are senior clerks, who have under them a number of junior clerks, who work according to the directions of the senior clerk. In the present arrangement, all such senior clerks as well as junior clerks are liable to be classified in one group having regard to the subject matter with which they are dealing, whereas it will be more scientific to have senior clerks in one group and those working under them in another group.

21. The result of the present grouping is such that when a clerk who is just engaged by an establishment and if he is allowed a category of work set out in group VI he will get lesser salary while if he had been allowed to work referred in category V, he would be entitled to receive a higher starting pay. It is not as if the posts of clerks in group V are promotional posts to which clerk from group VI may be recruited. The responsibilities of some of the junior clerks in one department dealing with work mentioned in group V are not higher than the responsibilities of clerks who have been just employed to do the work falling within the ambit of the work of clerks in group VI.

22. Similar observations apply to clerical staff in groups VI and VII. The same remarks would also apply to clerks in weeklies and periodicals.

23. As regards administrative staff in daily newspapers in classes I, II and III, all persons excepting stenographers, assistants, cashier, watch and ward inspector, teleprinter operators, circulation inspectors and field organisers should be classified in group VI.

24. Similarly in connection with daily newspapers in classes IV, V, VI and VII and weeklies and periodicals, persons other than stenographers, assistants, cashiers, watch and ward inspectors teleprinter operators, circulation inspectors and field organisers should be transferred from group IV to group V.

25. We cannot agree with the majority decisions in the matter of fixation of relative positions of various types of workers in the industry. The best course would have been to make a study of job evaluation and determine which category of workmen deserve higher wages and fix their relative positions accordingly. In the absence of any scientific job evaluation, the second course

could have been to accept the traditional positions of various categories of workmen in the industry throughout the country. The majority decision has reversed the traditional position completely without giving any argument for doing so. This will not only create a lot of hardship in the whole industry—large newspapers as well as small newspapers—but will also create dissatisfaction and unrest amongst the workmen whose nature of job is certainly of a higher calibre and who now find themselves grouped with those whose nature of job is of a lower category.

26. The most glaring instance is of the grouping of mono-operator with a lino-operator and lino-mechanic. The lino-mechanic has to know the mechanism and operation of a linotype machine which can be of various models. The experience and knowledge that he has to bring to bear on his job is far more than a lino-operator will ever be required to exercise. The lino-operator's job is somewhat more than the job of a typist because in addition to handling a key-board which involves similar operations executed by a typist, he has to look after a moving machine with molten metal. The mono-operator's job is of a lower calibre than that of a lino-operator because a mono-operator merely handles a key-board like a typist, except that his key-board is of a larger size than the typewriter key-board. He does not operate a machine with moving parts and there is no metal pot attached to mono key-board.

27. In its essentials a linotype machine does a complete composing from typescript to metal whereas in mono operation this is split into two parts. A key-board operator merely punches paper tape, whereas the casting of type is done by another employee, the mono-caster. Therefore, in our view, a mono-operator should get a salary somewhat near a typist's. A lino operator should be above him and the topmost class should include lino mechanic and mono-mechanic. *It is also wrong and unfair to prescribe for all lino-operators a uniform scale.* The utility of a lino-operator depends on his performance. This has been accepted in the industry in this country and in all other countries. He should be given a grade commensurate with the production that he is capable of giving. Withdrawal of the production provision will *reduce* the scale of the lino-operators and equate the very best with the new comers to the great disadvantage of the really competent ones. It is essential that for lino-operators and mono-operators, wherever output is traditionally measured in this country and elsewhere, the grades should be associated with production.

28. We feel that it was necessary to determine first a wage policy before the actual wages and scales were prescribed. Such a wage policy should enunciate the principles to be followed with regard to the minimum and maximum in the grade i.e. the range of the grade, the span, the slab of the increments and the differentials between upper and lower grades and differentials in the grades of similar categories in different classes of newspapers. In the absence of such a policy, the whole wage recommendations become ad-hoc. It was also necessary, according to us, to take into close consideration the wages existing in the industry in the region as also the wages for comparable jobs in other industries. If comparable jobs had been taken into consideration, the high wages now prescribed could not have been awarded. We further feel that most newspapers will be unable to bear the burden of the present prescribed scales.

29. It is not enough to suggest that so long as a particular unit has a certain amount of profit, the entire amount or a large part can be given away for wage increase. Before a unit is able to spend more, it should be able to provide for other essential requirements such as adequate dividend for capital, interest on reserves, fund for rehabilitation of machinery and funds for expansion. From the evidence available with the Wage Board, we are convinced that most of the newspapers are unable to bear the burden now being imposed on them.

30. We also feel that while reducing the number of groups, several categories which require different levels of skill and training have been incorrectly put together. This will cause an undesirable distortion in the prevailing gradings in the industry. Such anomalies could be reduced if not completely eliminated by increasing the number of groups say to 8 or 10.

31. As regards the wage scales, we are very much convinced that the wages prevailing in the industry in the region have not at all been taken into consideration. *This indicates that the cardinal principle of the wage fixation has been totally ignored.* It has also been accepted by the tribunals that the wage scales recommended must have a relationship with the wage scales prevailing elsewhere for the same type of work. To our mind this principle also has been ignored while fixing the wage scales.

The recommended wage scales are very much higher than those obtaining at any level in the industry. In many cases they are as much as 100 to 150% higher than those prevailing. The example of drivers and hand-compositors is a glaring one.

32. *Capacity of the Industry to Pay*—The majority report has reiterated the principle that capacity of the industry to pay is a factor that should be taken into account in fixing wages. The majority of the Wage Board, however, in fixing scales of pay and other allowances to non-Journalist employees have in fact not given effect to the principle.

In the majority report, there is a statement showing the average net profit per year for 1963, 1964 and 1965 of various units of the industry. There is also a column showing the amount which would be liable to be paid in connection with 6% return on the paid-up or subscribed capital of the various units. There is another column showing the financial burden that would be imposed on the respective units on account of the implementation of the proposals of the majority of the Wage Board for Journalists and non-Journalist employees. There is a column showing the amount payable by way of arrears and a column showing the recurring burden. The amount shown as 6% return on the paid-up or subscribed capital is not the only amount to be taken into account when considering the amount of profits, which are available for the purpose of considering the capacity of the industry to pay. Provision has to be made for the needs of the industry. We will however proceed to consider the capacity of the industry to pay even on the footing that no amount is required to be provided for return on paid-up or subscribed capital and that the industry is to work on the basis that no amount was to be provided for by way of return to capital and on the feeling that the only burden imposed by the majority of the Wage Board consists of the recurring burden. The average net profit

of the Amrita Bazar Patrika Pvt. Ltd., is shown as Rs. 9.49 lakhs and the annual extra recurring burden imposed by reason of the recommendations of the majority is Rs. 10,99,144. The average net profit of the Ananda Bazar Patrika Pvt. Ltd., as shown is Rs. 6.39 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 5,95,963. The average net profit of the Indian National Press as shown is Rs. 3.79 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 4,24,056. The average net profit of Mathrubhumi Printing and Publishing Co. Ltd., as shown is Rs. 2.11 lakhs and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 2,64,480. The average net profit of Malayala Manorama Co. Ltd., as shown is Rs. 75,000 and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 2,08,704. The average net profit of Nageshwara Rao Estate Pvt. Ltd., Associated Journals Ltd., Allahabad Patrika Pvt. Ltd., and Lokshikshan Trust as shown is Rs. 91,000, Rs. 2,12,000, Rs. 30,000 and Rs. 1,50,000 respectively and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 1,21,260—Rs. 6,06,768—Rs. 2,52,528 and Rs. 1,99,128 respectively. The average net profit or loss of Vir Arjun, Shri Krishna Sandesh Pvt. Ltd., Hitawada English Daily (Nagpur and Hitawada English Daily Bhopal) as shown is Rs. 46,000 loss, Rs. 23,000, Rs. 11,000 and Rs. 11,000 loss and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 6,816—Rs. 52,104—Rs. 50,928 and Rs. 26,436 respectively. The average net loss of Rashtra Dharma Prakashan Ltd. as shown is Rs. 14,000 (loss) and the annual extra recurring burden imposed by reason of the recommended wage scales and allowances is Rs. 1,04,432.

33. The wage scales are incremental wage scales and the recurring burden will increase year after year. The way in which the majority of the Wage Board has sought to justify the recommendations is by using the phrase that the industry will be in a position to pay the recommended wages by tightening their organisation. It is nowhere indicated in what manner the organisation is to be tightened up. The organisation cannot be tightened up by reduction of the staff. It has not been said what economy could be effected in which department, so that the various newspapers referred to above can bear the burden of the new wages. So far as we are aware, no calculations were made to show what amount the tightening up would fetch. When the capacity of the industry is to be considered and when the industry has been divided into classes, the well-settled principle which has been laid down is that before you can say that a particular class would have the capacity to bear the burden of the wages sought to be imposed, effect of such wages on a fair cross section of the class should be considered. The majority of the Wage Board has not stated which unit or units constitute a fair section of which class and how such fair section is in a position to bear the burden of the new wages fixed. The very statement which is annexed to the majority report shows that the afore-said units do not have the capacity to pay the increased burden, that there are no available profits which could be utilised for payment of the increments in the amount of wages. Apart from return on paid-up or subscribed capital, the question of the needs of the industry have also to be considered whilst

determining the capacity of the industry to bear the new burden of wages. Provision is required to be made for rehabilitation, expansion of industry, lean years and other factors. The following statement will show what would be the result of the imposition of the new burden on established newspapers set out below without making provision of return of even one Paisa on the paid-up or subscribed capital :

Name of the Establishment	Average net profit per year for 1963, 1964 and 1965	Financial burden on account of implementation of the final recommendations
	(in lakhs)	
Class I	Amrita Bazar Patrika Pvt. Ltd. Ananda Bazar Patrika Pvt. Ltd. Jugantar Pvt. Ltd. Indian National Press.	9.49 10,99,144 6.39 11,16,804 3.76 5,95,963 3.79 4,24,056
Class IV	Mathrubhumi Printing and Publishing Co. Ltd. Malayala Manorama Co. Ltd.	2.11 2,64,480 0.75 2,08,704
Class V	Nageshwara Rao Estate Pvt. Ltd. Associated Journals Ltd. Allahabad Patrika Pvt. Ltd. Lokshikshan Trust.	0.91 1,21,360 2.12 6,06,768 0.30 2,52,528 1.50 1,99,128
Class VI	Vir Arjun Shri Krishna Sandesh Pvt. Ltd. Hitawada English Daily (Nagpur) Hitawada English Daily (Bhopal).	0.46 (loss) 6,816 0.23 52,104 0.11 50,928 0.11 (loss) 26,436
Class VII	Rash ra Dharma Prakashan Ltd.	0.14 1,04,432 (loss)

The result of the implementation of the recommendations of the majority would be that large number of newspapers will not be able to provide any return on capital and that they will be incurring continuous losses. The effect of it would be that by and large it would be difficult for newspapers following an independent policy to exist and they would either have to close down or depend for their existence on political or other subsidies. The crisis will develop in the industry which will result not in the welfare of labour but in the closing of various units and consequential unemployment.

34. Some of the effect of the wage scales could be visualised from the statement appearing hereinafter—

Designation	Newspaper	Present minimum in the scale	Present maximum in the scale	Proposed minimum in the scale	Proposed maximum in the scale
Mono Operator	Times of India	207	399	330	790
	Free Press	242	340	270	590
	Statesman	192	311	330	790
	Janmabhoomi	130	296·50	245	525
Motor Driver	Times of India	206	325	290	520
	Free Press	147	214	245	440
	Statesman	188·50	251·50	290	520
Colour Etcher	Times of India	167	233	330	790
		(learner)	(learner)		
		255	387		
		(skilled)	(skilled)		
		387	575		
		(highly skilled)	(highly skilled)		
	Free Press	192	235	270	590
	Statesman	222·50	325	330	790
	Janmabhoomi	165	272·50	245	525
	Hand Compositor	Times of India	187	302	290	520
Free Press		132	168	245	440
Statesman		163	247	290	520
Malayala					
Manorama		80	170	210	360
Janmabhoomi		137	210	210	360
Nai Dunia		80	100	125	235
Copyholder		Times of India	192	233	260	490
	Free Press	132	167	230	440
	Janmabhoomi	127	130	190	320
Ballers	Times of India	167	198	180	200
	Free Press	112	140	140	180
	Janmabhoomi	117	117	130	170

The result of the implementation of the majority of the Wage Board would be that a mono operator in Times of India, who would get a maximum of Rs. 399 will now be entitled to a maximum of Rs. 790. A mono-operator in the Statesman instead of receiving a maximum of Rs. 311, would be entitled to a maximum of Rs. 790 and in Janmabhoomi, instead of receiving a maximum of Rs. 296·50 will receive a maximum of Rs. 525.

A motor-driver in the Times of India, who receives a maximum of Rs. 325 will have a maximum of Rs. 520. To our knowledge there is hardly any industry in the country, where a motor driver gets Rs. 520. A motor-driver in Free Press who is now getting a maximum of Rs. 214 will have maximum of Rs. 440 and in Statesman, instead of receiving Rs. 251·50, will get a maximum of Rs. 520.

A colour etcher in the Times of India who has a maximum of Rs. 233 will now have a maximum of Rs. 790. In Free Press his maximum will be raised from Rs. 235 to Rs. 590 and in Statesman from Rs. 325 to Rs. 790.

The maximum of a hand-compositor in the Times of India rises from Rs. 302 to Rs. 520, in the Free Press from Rs. 168 to 440 and in the Statesman from Rs. 247 to Rs. 520.

A Baller in the Times of India has maximum raised from Rs. 198 to Rs. 200, Free Press from Rs. 140 to Rs. 180 and Janmabhoomi from Rs. 117 to Rs. 170.

35. Such colossal rise cannot under any circumstance be justified and we very much regret it is not possible for us to join the majority of the Board in making such fantastic recommendations. While Government is making every effort to bring down the prices, and to build the national economy, the effect of implementation of the proposals of the majority of the Wage Board would give momentum to rising spiral in prices and would be to great detriment both to the industry and Government.

In para 3·30 of the majority report it is stated that "the Board has tried to reduce the financial burden by replacing the tentative proposals, as the burden was too heavy for most of the units of the industry to bear".

The majority of the Wage Board having admitted that the burden of the tentative proposals was too heavy for most of the units of the industry to bear, the revision that is effected is too meagre.

36. This burden has increased considerably in view of the recommendations of the Wage Board to link D.A. with the cost of living index from 1st January, 1968. There does not appear to be any prospect of a check on price-rise and wage spiral will go on increasing with increase in prices. With the high wage scales which have been recommended by the majority, there was no need to recommend linking of D.A. with cost of living index. Initially we did not object to this recommendation, believing that the wage scales will be considerably revised and brought down from the tentative proposals, when the burden of such proposals is realised. We, however, regret the reduction in wage scales from the tentative proposals is negligible and hence the burden of D.A. will be so heavy as to make the total wage bill beyond the means of many newspapers to bear.

Press Trust of India

37. As regards the Press Trust of India, its present groupings and categories in relation to non-Journalists were considered and confirmed by the National Industrial Tribunal for various sections and categories such as technicians, operators, production department and administrative staff. The groupings and categories suggested by the majority of the Wage Board will upset

the working of the agency and will give rise to various anomalies. In the majority report, it is stated that the average net profit per year of the P.T.I. for '64-65' is Rs. 3·67 lakhs. The proposals made by the majority of the Wage Board will completely upset the working of the P.T.I. The majority of the Wage Board having realised that there will be a large recurring deficit even without taking into consideration any return on the capital or a provision for needs of the industry, has stated in para 3·28 in its report that "it should not be difficult for the P.T.I. to make up this deficiency by increasing the rate of subscription and also by tightening up the organisation". Generalisation like this will not enable the P.T.I. to make its both ends meet. The Wage Board has not examined the economic consequences of any increase in the rate of subscription by the P.T.I. in a competitive market and the present critical condition of the industry. Whether by increasing the rate of subscription the P.T.I. will derive more revenue or will increase its difficulties, a matter which required careful thought and consideration which with respect to the majority members of the Board may be said that the Board has not been able to give. No indication has been made how the organisation is to be tightened up and what amount would be yielded as a result of tightening of the organisation so as to wipe out the large deficit and to tide over the difficulties created by the proposals made by the Wage Board.

The proposals of the Wage Board if implemented, would tend to drive this national service out of existence.

38. *Fitment*—The majority of the Wage Board under the heading "Fitment" in clause 4·29(5), have provided as under :

"After the initial fixation of a basic pay of the non-Journalist as set down in para 2, 3 and 4 above, each non-Journalist shall be given one increment on the basis of each 5 years of completed service in the group he was immediately before coming into operation of these recommendations; provided that in no case more than three increments shall be given; and provided further that fixation of his pay in the manner suggested above, no one will get more than the maximum recommended".

The aforesaid provision will provide for tremendous increase in the present wages of various categories of workmen. No reason is given why there should be three increments for each period of five years of completed service. In our opinion one increment for service of five years and above would be sufficient.

39. *Age of Retirement*—In para (4) 31, the age of retirement was unanimously agreed at 58, but the majority has added a proviso that "at the age of 58, the employee should be continued in service upto the age of 60 years, on the production of a fitness certificate from any medical practitioner". We are not in agreement with the above proviso because even for Government service, the age of retirement is 58 years. In our opinion there is no case for keeping the age of retirement for newspaper industry beyond 58. There should be no compulsion to employ a person after he attains the age of 58 and it should be left to the volition of employers to continue employees in service beyond 58 or not. In any event "production of a fitness certificate from any registered medical practitioner" may not form the basis of a continued

employment after the age of 58. This suggestion in the majority report is likely to lead to considerable abuse and will not ensure efficient service. A typist, for instance, may be generally healthy but he may not be fit to discharge the functions of his office by reason of the non-flexibility of his fingers. Functions have to be judged from the point of view of the work required to be done and the strain involved in carrying out the work. A certificate to be acceptable must ensure that the employee is fit for the purpose for which he is employed and must emanate from a person of high authority so as to render the same unimpeachable. If an employee produces a certificate from any registered medical practitioner and the employer gets the employee examined by another medical practitioner, who certifies that he is not fit, there will be disputes about the fitness of the person to be employed beyond the age of 58.

We have also to submit that most of these recommendations have been decided by majority, the employers' representative voting against. These decisions have to be implemented at the cost of employers only. It is totally unfair to apply them without going into the full merits of each implication when all the employers' representatives have expressed their dissent.

The recommendations will be beyond the financial capacity of a large number of papers. Some papers will find it possible to implement the recommendation only after re-organisation and rationalisation which may result in the reduction of staff. Even no recommendation is made that such reorganisation should not be objected to.

If the wage structure is to be implemented, the industry must have the right to reorganise itself to implement the new recommendations.

40. *News Agencies*—In the majority report in connection with non-Journalist employees of news agencies, several categories of employees belonging to engineering department, transmission department and the production department have been grouped together. The functions of all the three departments are different. There should be separate scales of pay provided for the said categories of employees in each of the three departments. The functions of these three departments were studied by the National Tribunal and separate scales of pay have been provided for them. The majority of the Wage Board have not appreciated the functions of each of these three departments, when clubbing them together for the purpose of fixation of wage scales.

K. M. MATHEW

Central Wage Board for Non-Journalist Employees

NARENDRA TIWARI

Central Wage Board for Non-Journalist Employees

July 2, 1967

P. S.: The Wage Board has not considered the retrospective burden of gratuity on salary including D.A. which will work out to several lakhs of rupees in the case of established newspapers.

M/S71mofEL&R—6(a)

II

Note of Dissent by 1. Shri Amarnath Vidyalkar, and 2. Shri T. M. Nagarajan, Members of the Wage Board for Non-Journalist Employees of the Newspapers (representing the employees)

1. We have signed this Report, subject to this note. We very much regret that we could not completely agree with a number of basic assumptions, observations, formulations and conclusions based thereon in the Report, and consequently, we cannot fully concur with many recommendations. We wish, we could persuade our other colleagues to approach various issues from a different angle, but we failed in this effort. It is not now possible in this brief note, to deal with all points of disagreement exhaustively. We therefore propose to highlight only some issues, that we think are very vital and on which, in the interest of justice and fair play, and for the purpose of administrative convenience, and smooth working, and with a view to avoiding anomalies and various practical difficulties, we strongly feel that the majority of Board Members should have, better agreed to accept our advice.

2. The Wage Board was constituted as a result of a decision in the 15th Indian Labour Conference and its main object was to fix wages as per the recommendations of this Conference. Taking this aspect into consideration, the Board called for the opinions of the parties concerned to the question as to what would be a fair wage on the basis of the norms fixed in the Labour Conference. But at the time of making final recommendations, the Board has not adequately taken this aspect into consideration.

3. The Board took into consideration the question of capacity of the industry to pay wages. In this respect the Board examined the balance sheets and accounts filed by the various newspaper establishments. It also examined individual employers and their organisations. On the point the evidence was practically unanimous, and this was about the maintaining of accounts in the case of multiple units and groups. The report has recorded this position and it came to the conclusion that its attempt to secure accounts separately for each individual unit of an establishment met with no success except in only few cases. There was real difficulty in allocating a number of items of expenditure to different individual units of a newspaper establishment. Not only that, a group found it difficult to give separate working accounts for each individual unit and a multiple unit found it impossible even to allocate separately its revenue figures for its units situated in two separate localities. This is because the general practice is to prepare consolidated accounts for all the individual units of a single establishment. There are many items of income and expenditure where separate unitwise allocation was found impracticable. Besides, there was everywhere a sizable common staff working for all the units in the same establishment. The capacity of the industry, therefore, cannot be judged unitwise, but for that purpose the capacity of the whole establishment ought to be judged as a whole.

4. Along with this recording, overwhelming evidence came before the Board that in multiple units and groups wages for all the units, without exception, are paid at uniform rates. This practice of paying wages on uniform basis is prevailing all over the country; and this practice was found to be always accepted unexceptionally in all the Awards of the Tribunals pronounced in respect of various establishments, from time to time.

5. The Board's attention was drawn by us, to the Salim Merchant Award in Bombay given in respect of several newspapers where uniform wage scales were fixed for the entire newspaper establishments having multiples, chains or groups. Attention of the Board was also drawn to the award of Mr. P.D. Vyas in the case of Hindustan Times group, publishing eight papers. The Award of Mr. Vyas was challenged in an appeal before the Supreme Court, but the Supreme Court confirmed uniform scales for all the units of that whole group. All the employers' representatives, who appeared before our Board to tender evidence had admitted that in their respective establishments a uniform wage structure prevailed for all units.

6. In view of these facts, we wish that the Board, while dealing with groups, multiples and chains, should have accepted the principle of fixing uniform wages for an entire establishment, and should have worked out the wage scales accordingly.

7. As a matter of fact, no convincing reasons have been given, why century-old system of having uniform wage structure for an entire establishment should be changed and we are unable to agree with the recommendation of the Board for fixing separate unit-wise wage scales in one and the same establishment in the case of group, multiple or chain newspapers.

8. The Board has adopted this system by majority vote, on the basis of incorrect interpretation of the Supreme Court judgment, in the Express Newspapers case. With due respect we wish to point out that it is an erroneous interpretation of that judgment to bifurcate an establishment department-wise and unit-wise. How different clerks and peons in a single newspaper establishment can have different wage scales, only because they were working in different units of the same establishment? The law as laid down by the Supreme Court in the French Motor Co. case (1962-II LLJ P.744) and in the case of Greaves Cotton Co. (1964-I LLJ-P. 342) says that clerks' and peons' wages can be fixed in comparison with those prevailing in the region. The Supreme Court in the Express Newspapers case has nowhere stated that the wages in an establishment should be fixed on the basis of the sub-unit of an establishment. What is relevant for fixing fair wages is the capacity of the industry as a whole. The Board ought to have, therefore, fixed uniform scales for all the units in one single newspaper establishment. It has not given any cogent reason for deviation from the established practice in the industry.

9. Even assuming that the capacity of a sub-unit was relevant for fixing wages for that sub-unit, the Board has not taken into consideration the question of the capacity of the unit. Chapter III of the main report deals with the question of gross revenue. Paras 4.2 to 4.21 of Chapter IV deal with the recommendations regarding capacity of the industry and classification of the

newspapers. Para 4·9 deals with the classification of the establishment as a whole. Para 4·15 deals with the classification of the establishments publishing weeklies and other periodicals. Nowhere in Chapter III and Chapter IV of the main report there is a classification of a newspaper as such, in contradiction to newspaper establishment. In such circumstances the Board should have fixed wages on the basis of an establishment as a whole and not on the basis of classification of newspapers.

10. The recommendations in Chapter IV regarding multiple units, chains and groups provided in paras 4·11, 4·12, 4·13 and 4·14 have failed to create any harmony with earlier portions of the recommendations in paras 4·2 to 4·10. The recommendations in paras 4·11 to 4·14 are contrary to each other and give a wide scope for misinterpretation.

11. The recommendations of the Board are for the benefit of thousands of newspaper employees in various categories, some of whom are likely to be illiterate. In such circumstances the language of the recommendations should have been precise, unambiguous and clear. The language used in the main report is likely to create unending litigation on questions of interpretation. We feel duty bound to draw attention in this regard to the wording used by the Wage Committee for Working Journalists in its report published in 1959. In Chapter III of its report (Paras 9 to 14) the Wage Committee made its recommendations regarding classification of newspapers and fixation of wages for groups, multiple units and chains. That committee first classified daily newspapers into six classes from A to F and weeklies into four classes. It nowhere used the word newspaper establishment for the purpose of classification. It classified dailies and weeklies and fixed wages for various newspapers on the basis of those classifications.

12. The consistency which that Wage Committee showed is completely lacking in the main report of this Board. In formulations the main report starts with classification of an establishment as a whole and then suddenly jumps in the subsequent paragraphs to classification of newspapers without disclosing as to what is that classification.

13. We are therefore, strongly of the opinion that following the practice in the industry and in consonance with Awards of the Industrial Tribunals wages should be fixed uniformly in groups, multiple units and chains of the newspaper establishments on the basis of the gross revenue of the establishment as a whole.

14. *Classification of Establishments*—We are also unable to agree with the classification of the newspaper establishments as provided in paras 4·9 and 4·15 of Chapter IV of the main report.

15. The classification provided in para 4·9 is not equitable. It works hard against the employees as such in contrast to employers. What the Board should have done is to maintain the classification provided by the Wage Committee for Journalists and to that the Board should have added three more classes at the top having gross revenue of over Rs. 50 lakhs.

16. Instead of that the Board increased the numerical value by extending the two ends of the slab so that more and more employees remain in lower classes.

17. We, therefore, recommend in this regard that the classification of establishments and certainly not of the newspaper, should be on the following basis:

Class	Gross Revenue
I	Rs. 200 lakhs and above.
II	Rs. 100 lakhs and above and less than Rs. 200 lakhs.
III	Rs. 50 lakhs and above and less than Rs. 100 lakhs.
IV	Rs. 20 lakhs and above and less than Rs. 50 lakhs.
V	Rs. 10 lakhs and above and less than Rs. 20 lakhs.
VI	Rs. 5 lakhs and above and less than Rs. 10 lakhs.

18. In respect of establishments publishing weeklies and other periodicals, the classification should be as follows:

Class	Gross Revenue
I	Rs. 50 lakhs and above.
II	Rs. 20 lakhs and above and less than Rs. 50 lakhs.
III	Rs. 10 lakhs and above and less than Rs. 20 lakhs.
IV	Rs. 5 lakhs and above and less than Rs. 10 lakhs.
V	Rs. 2½ lakhs and above and less than Rs. 5 lakhs.
VI	Less than Rs. 2½ lakhs.

19. *Classification of Employees*—In Chapter III, paragraph 3·11 the Board in its main recommendations have dealt with the question of grouping of non-Journalists. The main report betrays want of much relevant information about the newspaper industry, and particularly the printing presses where newspapers are produced. The Board consisted of members representing the industry. The Board was fortunate in having eminent personalities who had vast technical knowledge and experience of the printing industry. They represented, both very big establishments and also small newspaper houses. Despite this, it was regrettable that it could not get complete lists of all the occupations in the industry.

20. The Board was constituted on February 25, 1964 and its report is made exactly after three years and four months. During this period it should not have been difficult to collect complete data of all the categories of employees and jobs in the industry. As a matter of fact it is on record that the All India Newspaper Employees Federation, which is the only representative organisation of newspaper employees in the country, had enlisted all the occupations and categories in the industry. In the submissions which the Federation made to this Board on the tentative proposals it drew the attention of the Board to 101 categories which were then left out. Thereafter these categories should have been taken into account by the Board. As a consequence of non-inclusion of these 101 categories, in the recommendations, more than half of the industry has been left out of the purview of the Board's recommendations.

21. It is true that at the end of pára 4·23 of the recommendations the Board has added that where any category of the employees was left out, the employers and employees should mutually determine how those categories should be grouped. Such situation, however, could have been understandable where inadvertently any one or more categories has escaped notice, and were left out. But in this case the Board has not taken into consideration some of the important departments of the industry, and their needs of expansion in the printing side. It has totally ignored Photogravure department. It has also completely ignored Offset Printing and Block-Processing.

22. We see no justification for such omissions. It is for the first time that non-Journalist employees of the newspapers are being categorised, therefore it was most important that the Board should have taken pains to construct an exhaustive list of jobs and different categories thereof.

23. We therefore recommend that the Government should appoint a technical committee to go into all the occupations and categories in the industry, not included by the Board in its report. The committee should classify such categories and place them in the wage groupings formulated by the Board in its report. That technical committee should keep in view the classification of categories made by the Board in para. 4·23 and the same standard should be applied by the technical committee in respect of the left out categories.

24. *Date of Implementation*—We are unable to agree with the majority recommendation of the Board regarding the date of implementation of its recommendations.

25. The Board has by a majority recommended the date of operation of its recommendations as 1st January, 1967 in respect of class I, II and III of newspapers and news agencies and Class I periodicals and 1st July, 1967 in other cases. In the tentative proposals the Board had recommended 1st January, 1966 and 1st January, 1967, respectively. In fact we had difficulties in accepting even these dates, because this Board was constituted by the Government on 25th February, 1964 and the newspaper employees had been agitating for proper wage fixation, since the appointment of the first Wage Board for Journalists and they had been eagerly awaiting decisions all these years. Without exception, the non-Journalist employees were expecting that the Board's recommendations will be given a retrospective effect, at least, from the date of the Board's appointment.

26. The newspaper industry had prospered very substantially during last 10 years, and there should have been no difficulty to impose the burden of arrears on this industry in order to compensate for most miserable service conditions under which the newspaper employees in large number of establishments had been working. The evidence that came before the Board, consisting of numerous documents filed by both employees and the employers, revealed that the total wage paid in a newspaper in Patna was Rs. 44·37 for the lowest category. In Calcutta one class 'A' newspaper had been paying a total wage of Rs. 85 to its lowest paid employee. In South the situation is still worse.

27. The All India Newspaper Employees Federation, in its Memorandum had conclusively proved that under the monopolistic conditions, most of the big newspapers have enormously enhanced their earnings and profits. But even then the wage scales suggested do not bear relation with the rapidly increasing prices, nor they take into account the growing prosperity in the newspaper industry.

28. We feel that the Board ought to have taken notice of the miserably low remuneration of the bulk of the non-Journalist employees during the past years of constantly rising cost of living, and contrasting the same with considerable gains of the newspapers should have given effect to its recommendations from much earlier period. But strangely enough, the Board had modified even its earlier proposal in this regard under the false notion that the newspapers lacked the capacity to pay.

29. At para 3.18 of the report the Board deals with the financial aspect of the recommendations. It has compared average net profit and the financial burden on account of the implementation of its final recommendations. Had the Board taken into consideration the gross profits instead of net profits for comparison it should have come to a different conclusion. The judgment of the Supreme Court in the case of Ahmedabad Millowners' Association (1966—I L J—P 1). should be deemed conclusive in this regard, where it had directed that it is the gross profit which is to be taken into consideration for the fixation of wages. "It is that figure of gross profit which is more important because it is not disputed that wages payable to the employees are a first charge and all other liabilities take their place after the wages".

30. The Board, therefore, ought to have taken into account the figures of gross profits for purposes of comparison and had it done so it could have correctly assessed the capacity of the industry to pay higher wages to its employees.

31. We are of the opinion that the date of operation of our recommendations should be from 1st January, 1966 uniformly for all classes of the newspaper establishments.

32. It is also important to make a mention of the job departments. The job departments in the newspaper industry had been its integral part throughout. Almost in every newspaper establishment there is a job section which has been functioning as a nerve centre of the whole organism. Employers who gave evidence before us were unanimous on one point: that the workers in the job department of the establishments were enjoying uniform service conditions with other sections of the newspaper industry. Mr. P. K. Roy, General Manager of the Bennett Coleman and Co., in his evidence had stated that the job department workmen should be given uniform wage scales. Mr. G. N. Sahi, General Manager of the Hindustan Times, had stated before us in unambiguous terms that "it will not be practicable to fix different wages for job workers of newspaper establishments and for the newspaper workers."

33. In defining gross revenue, the revenue of the job department has been included. In defining the term "Newspaper establishment" the Board has not excluded the job department. But contrary to this in ultimately fixing the wages, the Board has failed to do adequate justice to the job departments. Instead of fixing wages taking the entire establishment as one unit, the Board has fixed wages Newspaperwise.

34. The Board should have been more precise on this question because this question was raised by the Board itself to be replied by the parties concerned and the issue was further examined during the evidence of the parties before the Board. The Board in its main report should have expressed its decision without any ambiguity and should have provided scales of pay for all the workmen working in the job department.

35. There are thousands of workers working in the newspaper establishments for decades attached to the job department. And these employees for all these years have been enjoying uniform service conditions with their counterparts working in newspapers.

36. We feel that as a result of this ambiguity in the recommendations with regard to this class of employees working in the newspaper establishment difficulties are bound to arise. We, therefore, recommend that the job department employees should be placed in every newspaper establishment in the same class as their counterparts working for the newspaper in that establishment.

37. *News Agencies*—In the case of the Press Trust of India and other news agencies a grave injustice has been done in as much as vital facts and considerations have been ignored by the Board despite our request.

38. After the tentative proposals had been published, no fresh factors had been brought before the Board to upset the proposal placing P.T.I. in class II which had been made after considering all the relevant issues. But this tentative proposal has been reversed by a majority vote without any rhyme or reason. We wish the Chairman, and the independent members had striven to maintain the status quo, thus defending the sanctity of the earlier decision instead of agreeing with the employers' move to downgrade P.T.I. It would have been more consistent with the dignity of the Chairman, if he had exercised his casting vote in favour of the status quo, instead of voting in favour of reversing the earlier decision of the Board.

39. It is relevant in this connection to quote the observations of the Supreme Court in the Express case on the question of assessing the capacity to pay in relation to the burden cast on the establishment and to see how far the P.T.I. will be able to bear additional burden (1) from out of its current revenues; and (2) from out of revenues the management may receive in future.

40. In the Express Case, the Supreme Court said—

“the main consideration which is to be borne in mind therefore is that the industry should be able to maintain production with efficiency and the fixation of rates of wages should be such that there are no movements from one industry to another owing to wide disparities and employment at existing levels is not only to be maintained but, if possible, increased.....The principles which emerge from the above discussion are:

- (1) that in the fixation of wages, which include within its compass the fixation of scales of wages also, the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in case of bare subsistence or minimum wage, where the employer is bound to pay the same irrespective of such capacity;

- (2) that the capacity of the industry to pay is to be considered on an industry-cum-region basis after taking a fair cross-section of the industry; and
- (3) that the proper measure for gauging the capacity of the industry to pay should take into account the elasticity of the demand of the product, the possibility of tightening up the organisation so that the industry could pay higher wages without difficulty and possibility of increase in the efficiency of the lowest paid workers resulting in increase in production considered in conjunction with the elasticity of demand of the product—no doubt against the ultimate background that the burden of the increased rate should not be such as to drive the employer out of business.”

41. In short, the considerations are: what exactly is elasticity of demand for the product, and whether the employer will be in a position to revise the rates in such a manner as not to impair the elasticity of demand for the product.

42. We wish to pinpoint the special and arduous nature of work done by the non-Journalist employees of P.T.I. The workload of the employees has increased greatly between 1960 and 1966. Actually the wordage received and sent out has increased tremendously during this period following link-up with new foreign news agencies and increase in the number of internal bureaux.

43. But there has been no proportionate increase in the strength of the staff. This shows that their pay has not been commensurate with the increased work they have been called upon to perform. On the one hand the P.T.I. management has found the capacity to subscribe to new and newer foreign services at considerable cost, while on the other it pleads incapacity to meet marginal increase in wages.

44. It is an accepted fact that the rates charged by the P.T.I. to its consumers are not commensurate with the improved services rendered by the agency. Whatever increases the P.T.I. has made in the rates charged have been entirely “*ad hoc*” and arbitrary.

45. A study of the balance sheets for the years from 1960 to 1965 will clearly reveal that neither the number of subscribers nor the revenues of P.T.I. fell during these years.

46. As for tightening up the organisation, there is bound to be considerable savings in expenditure on cable charges incurred on the despatches of P.T.I.’s correspondents abroad if only an attempt is made by the management to assess how much of the wordage sent at considerable cost in foreign exchange is published by the newspapers.

47. The principles for the measurement of the capacity to pay have been clearly laid down by the Supreme Court in the Ahmedabad Millowners’ Case, and this aspect has been ignored in the majority report.

48. (1961 LLJ P. 1 at 28) "The claim of the employees for a fair and higher wage is undoubtedly based on the concept of social justice and it inevitably plays a major part in the construction of a wage structure. There can be little doubt that if the employees are paid a better wage which would enable them to live in fair comfort and discharge their obligations to the members of their families in a reasonable way, they would be encouraged to work whole-heartedly and their work would show appreciable increase in efficiency....

"Incidentally, it is the figure of gross profit which is more important because it is not disputed that the wages payable to the employees are a first charge, and all other liabilities take their place after wages....

"In dealing with the problem of the financial capacity of the appellants to bear the burden, it would be inappropriate to rely solely upon the approach which an investor would adopt in such a case; and so we are not prepared to hold that the industrial court was in error in not accepting Shri Choksi's estimate of the financial position....

"The extent of borrowing cannot be pressed into service for the purpose of showing that the financial position of the industry is unsatisfactory. (Heavy borrowing may be due to the fact that the industry has for several decades been under-capitalised. Besides, the tendency to rely upon borrowing for expanding business is noticeable throughout this period)."

49. We are giving below the capacity as we have assessed on the basis of the principles laid down in the judgment supra :

"The authorised capital of P.T.I.—the foremost of national news agencies with membership restricted to newspaper owners in the country—is Rs. 25 lakhs and the subscribed capital Rs. 4.17 lakhs. At the end of 1965, its reserves and surpluses totalled Rs. 5.77 lakhs, secured loans Rs. 5.74 lakhs and current liabilities provision Rs. 28.61 lakhs. Its fixed assets (at cost, less depreciation written off today) and investment total Rs. 17.49 lakhs. The current assets, loans and advance commission Rs. 26.82 lakhs. Depreciation written off as on Dec. 31, 1965 total Rs. 30.60 lakhs. The revenue of P.T.I. in 1959 was Rs. 50.60 lakhs, and in 1965 was Rs. 84.93 lakhs.

50. It is plain from the above figures, the P.T.I. is grossly under-capitalised and the effective capital is less than Rs. 4 lakhs if we take into account the amount of bad debts written off against share-holders vis-a-vis their investment in P.T.I. Debentures totalling Rs. 10 lakhs were repaid from current revenues at the rate of Rs. 1 lakh every year from 1951 to 1963. These debentures were issued for capital expenditure and revenue surpluses were diverted for capital expenditure. There were no calls for share capital from shareholders.

51. Between 1954 and 1966, the P.T.I. management allocated over Rs. 16 lakhs for the gratuity fund. This bulk allocation is contrary to principles of industrial adjudication. It may not be out of place to state that the Supreme Court has decided that in the matter of industrial adjudication the burden should be calculated on the basis of probable number of persons to be retired for a fixed number of years.

52. The Company which now pleads inability to pay even subsistence wages has chosen to undertake a building project at a cost of over Rs. 75 lakhs. If, the management is not confident of its earning capacity of the establishment, it would not have ventured to construct the multi-storeyed building, which incidentally, is bound to provide considerable income by way of rentals.

53. The P.T.I. management has shown a distressing tendency to underestimate its revenue and overestimate its expenditure. It said that the levy of 7½% surcharge from December 1, 1965 would result in the increase of its revenues to about Rs. 88 lakhs in 1966. Actually, the revenue for the year was more than Rs. 92 lakhs. The newspaper industry is showing substantial rise in circulation every year and since the P.T.I. subscription rates are related to circulation, P.T.I. revenues are bound to increase.

54. These and other factors clearly establish that the P.T.I. management is in a position to meet the recurring expenditure even on the basis of class I scales recommended by the Board.

55. Nevertheless, we agreed as a compromise with a view to ensuring unanimity, at the time of the tentative proposals to place P.T.I. in class II. Even this has been toppled as stated above, at the final meeting of the Board at Indore and by a majority vote the agency has been downgraded to class III, adversely affecting the interests of non-journalist employees of P.T.I. and leaving considerable funds with the management to be spent for other purposes than the betterment of the lot of its own employees.

56. It is an amusing reasoning that the Journalists alone in P.T.I. rendered specialised service and that the non-Journalists did not; and therefore, for the sake of Journalists P.T.I. should be placed in Class II, while for non-Journalists it should be put in Class III. Journalists and non-Journalists in all institutions perform different functions, but nowhere else this discrimination has been pleaded. The non-Journalists in P.T.I. are to be as efficient, quick and alert as the Journalists. The working of P.T.I. does not end by merely collection of news by Journalists, but its transmission and delivery with speed and efficiency by its non-Journalist employees is of very vital importance. Even the P.T.I. management had to admit the specialised and important nature of work performed by its non-Journalist employees.

57. The P.T.I. management in its memorandum to the Wage Committee for Working Journalists had stated : "Efficient work of the non-Journalist members of the staff—even as teleprinter technician and teleprinter operators—is vital to the functioning of the news agencies whose main objective is to deliver news in the swiftest manner possible. The news agency has not only to present news correctly and comprehensively but has to regard every minute of the day or night as a 'deadline'. Every component of the agency's news delivery system is of vital importance if competition is to be met."

58. The very purpose of having a common Chairman for the two Boards was to ensure certain co-ordination between the two Boards, which was essential from the point of view of the industry as a whole. Everywhere in the industry, the Boards have classified newspaper institutions and not the departments of such institutions—as it seems to have been done in P.T.I.

59. Besides, this discrimination is bound to create unrest in the institution. A basic principle for all Wage Boards is that their recommendations should be such as to promote industrial peace. It would indeed be a tragedy if the present Board, by its recommendations, created industrial unrest especially in an institution like P.T.I., where so far all benefits arising from industrial settlements have been shared equally by both the Journalists and non-Journalists.

60. It is common ground that the burden by way of retrospective operation, as disclosed by material on record, with date of operation of the Award as January 1, 1966, was only Rs. 2.5 lakhs. This burden has been all but completely removed because the proposals come into operation for P.T.I. only from January 1, 1967.

61. It is evident from the record that the scales prescribed for non-Journalists in P.T.I. are highly unsatisfactory with lesser quantum of increments for many categories and lowering of the existing scales of pay of some categories. The recurring burden from January 1, 1967 on the management on the basis of Class II is only marginal and in any event is not likely to exceed Rs. 60,000 a year.

62. The total burden on the establishment including that on account of Journalists, will be at the most Rs. one lakh a year. This cannot be said to be heavy even for the normal annual wage revision. Further a meagre extra amount of Rs. 2,000 will have to be paid for about 200 employees only who had been affected by the downgrading.

63. Because of the downgrading of P.T.I. the worse sufferers would be the members of the administrative staff. The extra financial burden on their account would be too meagre to warrant this unfair and discriminative treatment.

64. *Anomalies*—Despite our having drawn attention to certain glaring anomalies in the payscales, especially in Classes I, II, III newspapers and in P.T.I., nothing has been done to remedy the same, thanks to the unhelpful and too rigid and uncompromising attitude of the employers representatives. The Report bristles with the following anomalies—

- (a) Since the incremental rate in the last group (peons) in classes I, II and III newspapers has been raised to Rs. 5, the group above this should naturally carry a higher increment than Rs. 5 instead of the present Rs. 3.

Similarly in P.T.I., the group VII scale for attender/Transmission attender/boys (115—3—130—5—165) has to be recast and upgraded in the light of the decision to have the minimum increment of Rs. 5 for class VIII category. Already, attenders in P.T.I. get a minimum increase of Rs. 5. Therefore, the quantum of increment for this group VII has to provide for higher increment quanta.

- (b) At present there is not much of a wage differential in the pay scales of junior and senior clerks in newspapers belonging to classes I, II and III. But in the Board's proposals, the gap in the pay-scales of groups V and VI under the administrative staff in newspapers belonging to classes I, II and III is very wide and this wide gap is not warranted by the prevalent wage differential in the industry.

The wage differential between groups V and VI (that of junior and senior clerks), in class I daily is Rs. 300, in class II is Rs. 240 and in class III is Rs. 170. But the gap is not so wide in lower class newspapers. It is in the fitness of things to raise the maximum of group VI under the administrative staff in Classes I, II and III dailies so as to bridge the gap and thus maintain the present wage differential.

- (c) Further the scales of pay for groups V and VI in class I newspapers are very much below the existing scales of wages in class I newspaper in the industry. For example, a junior clerk in a Class I newspaper like The Times of India is already drawing a total salary of Rs. 648 while under the Wage Board proposal he will get a total salary of Rs. 470 only. Similar is the case with a senior clerk in a class I newspaper where at present he gets Rs. 150 more than that is prescribed. The scale of pay of group VI and V newspapers need to be raised.
- (d) The pay-scales for group I employees under Factory Staff in class I newspaper is also on the low side compared to the prevalent rates of wages in a class I paper. The pay-scales of group I under Factory Staff in Class I paper should be increased.
- (e) The Board has adopted the scale Rs. 175—10—225—15—300—25—350 for group VI for P.T.I. This being the basic grade in the Transmission and Engineering departments of P.T.I., the higher grades group V to II have to be readjusted in such a way that at a certain pay, the quantum of increment is not less in the higher grade than in the lower grade. For example, in group VI, (175—10—225—15—300—25—350), the quantum of increment after 300 is Rs. 25 whereas in group V the increment quantum is Rs. 15 till Rs. 375. Similarly, the increment in Group V at the stage Rs. 375 is Rs. 35 whereas in group IV the increment is Rs. 15 only. Similar anomalies are there in group III and II also.

We, therefore, suggest that on the basis of group VI scale 175—10—225—15—300—25—350, the scales for other groups above should be readjusted providing higher increments in the higher groups.

- (f) For the administrative staff in the news agencies (on page 9 of the tentative proposals) the following categories have to be included—(1) Steno-secretary in group III, (2) stenographer in group IV, (3) Typist in group VI (4) Telephone Operator in group VI and (5) Factory Assistant in Group IV.
- (g) Pay-scales of P.T.I. administrative staff have to be completely revised upwards as some of the categories are already getting higher scales and higher quanta of increment than what has been proposed.

For instance the Assistant Accountant/Cashier/Assistants in group IV gets the grade Rs. 250—20—350—25—550 whereas under the wage board proposals the relevant scale under class III is Rs. 225—10—275—20—375—40—575 and under class II (which originally P.T.I., was placed under) Rs. 250—12—310—28—450—40—650)

Also the steno-secretaries in group III now get the scale of Rs. 300—20—400—25—500 whereas in the Board's proposals, the scale is Rs. 275—13—340—24—460—45—685 (class III) and Rs. 300—14—370—26—500—50—750 (class II).

Even under class II, the scales provided for administrative staff (*vide* page 15 of the tentative proposals) were low. Under class III, the position becomes much worse. We, therefore, suggest improved scales taking into account the existing position as stated above for all the categories of administrative staff of P.T.I.

- (h) Similarly under the Transmission, Engineering and Production Departments, the staff of the Production Department has been completely left out. Section Head should be placed in group IV alongwith Selection Grade and Die Maker, Highlyskilled worker in group V with Senior Technician Operator and skilled worker in group VI with Technician and Junior Operator.
- (i) The fitment formula proposed by the Board will adversely affect the interests of the P.T.I. employees since the present D.A. in P.T.I. is uniform irrespective of the area and the D.A. proposed by the Board is area-wise. An employee in a regional centre (class 2 or 3 area) will gain an edge over an employee in a metropolitan centre now receiving the same basic pay and dearness allowance. Under the terms of fitment, the regional man would get a higher basic pay. Any transfer, which is not infrequent in P. T.I. would upset the balance and create fresh anomalies.
- (j) Since P.T.I. has been given pay-scales separately and there are not many categories like newspapers, we suggest the functional definitions for all categories given by the Federation of P.T.I. Employees' Unions in their memorandum dated January 9, 1967 (in response to tentative proposals) should be incorporated. Unless the functional definitions are provided in P.T.I., the employers will use this as a handle to create difficulties in the implementation of the proposals.

65. Such omissions and anomalies cannot be allowed to find a place in an award that has taken over three and a half years in the preparation especially after they have been repeatedly pointed out.

(Sd.) AMAR NATH VIDYALANKAR

(Sd.) T.M. NAGARAJAN

III

Minute of Dissent by Shri P. Brahmayya

I have signed the report in the above matter subject to my minute of dissent, as below—

1. Independent Weeklies having a gross revenue of below Rs. 12,50,000 each should be excluded from the ambit of the Wage Board's recommendations.

2. Other periodicals should be totally exempt from the recommendations of the Board.

3. As regards the proportion of advertisement revenue to the total revenue, the Board's recommendation (Paras 4—10) is as below—

“If the advertisement revenue of any such newspaper not being a newspaper falling in class VII, is less than 40% of its gross revenue reduced by advertisement revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue”.

Since the Board has given this facility or concession to newspapers, there is no reason why the same should not be extended to Weeklies and other periodicals.

4. The special problems of Weeklies and other periodicals should be borne in mind while considering their capacity to meet extra impositions. They are several thousands in number. Their advertisement revenue is not much. The elasticity of demand for these periodicals is poor. Their future is not at all bright. In the present circumstances, an average Weekly or other periodical would not be in a position to bear any extra burden on its revenue. These are the reasons for my minute of dissent contained in paras 1, 2 and 3 above.

Even as regards the daily papers, in view of the present economic conditions, one should attach the highest importance to their capacity to pay. I am anxious that our recommendations should not result in crippling the finances of the newspaper industry. Viewed in this light, I am of the opinion, that, generally speaking, the scales of pay (taking into consideration also the span of service and the maximum pay) are on the high side. I may cite as examples the salaries and allowances recommended for clerks and drivers. The employees in the newspaper industry may not expect special consideration, other things remaining the same. In other words, the wage level in the general industry should be the guiding consideration for the fixation of emoluments in a particular industry, subject to special considerations, if any, on merits.

(Sd.) P. BRAHMAYYA

Member

ANNEXURE I

Statement showing the Meetings of the Wage Board for non-Journalists and Attendance of the Members

Name	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Bombay, April, 1964	P																								
Bombay, May, 1964		P																							
Indore, June, 1964			P																						
Delhi, August, 1964				P																					
Bombay, September, 1964					P																				
Delhi, October, 1964						P																			
Ind re, November, 1964							P																		
Bombay, December, 1964								P																	
Delhi, March, 1965									P																
Bombay, June, 1965										P															
Ahmedabad & Indore, July, 1965											P														
Bombay, August, 1965												P													
Delhi, October, 1965													P												
Calcutta & Patna November, 1965 & December, 1965														P											
Hyderabad, January, 1966															P										
Madras, February, 1966																P									
Delhi, April, 1966																	P								
Poona, June, 1966																		P							
Bombay, July, 1966																			P						
Bombay, October, 1966																				P					
Indore, October, 1966																					P				
Bombay, November, 1966																						P			
Indore, April, 1967																							P		
Bombay, June, 1967																								P	

Chairman

Shri G. K. Shinde

Members

Shri Sidheshwar Prasad ..

Shri P. Brahmaya ..

Shri P. K. Roy ..

Shri Upendra Acharya ..

Shri K. M. Mathew ..

Shri Narendra Tiwari ..

Shri Anarnath Vidyankar ..

Shri S. Y. Kolhatkar ..

Shri H. L. Parvau ..

Shri T. M. Nagrajan ..

Secretary

Shri V. R. Kulkarni ..

M/S/1Mo:LE&R-7(a)

ANNEXURE II

List of Parties who gave evidence before the Board

No.	Name of Establishment	Date of evidence	Party appeared	Designation
1.	2	3	4	5
MAHARASHTRA				
1	Bennet Coleman and Co., Bombay	7-6-65	Shri P.K. Roy ..	General Manager
2	Nagpur Times, Nagpur	8-6-65	Shri M.G. Saraf ..	Assistant Manager
3	Current Weekly, Bombay	9-6-65	Shri D.F. Karaka ..	Editor
4	Kesari, Poona	8-6-65	Shri S.B. Nagarkar ..	Manager
5	The Hitwada, Nagpur and Bhopal	8-6-65	Shri A. Subramaniam ..	General Manager
6	Blitz, Bombay	9-6-65	Shri Homy Mistri ..	Acting Accountant
7	Sakal, Poona ..	9-6-65	Shri G.G. Sathe ..	Officiating Manager
8	Pradeep, Goa	10-6-65	Shri A.J. Shunkare ..	Manager
9	Jeevan Madhuri, Bombay	10-6-65	Shri Mohanlal Mehta ..	Editor
10	Navnect Prakashan Ltd., Bombay	10-6-65	Shri H.A. Nevatia ..	Chief Executive
11	Newspaper Employees Association, Nagpur	11-6-65	Shri V.S. Bhope ..	Secretary
12	Amrit Marathi Monthly, and Rasrang, Weekly, Nasik	11-6-65	Shri A.D. Potnis ..	Publisher
13	States Peoples Pvt. Ltd., (Janmabhumi group) Bombay	11-6-65	Shri Bapalal K. Doshi ..	Director-in-Charge

14	Indian Federation of Working Journalists, Bombay	12-6-65	Shri V.N. Bhushan Rao ..	..	Vice President
15	Ajitha Printing Press, Aurangabad	6-8-65	Shri K.N. Thipse ..	..	Manager
16	Proof Reader, Hindi Section, Times of India, Bombay.	6-8-65	Shri R. Upadhyaya ..	..	Secretary
17	Indian Express Newspapers (Bombay) Ltd., Bombay.	8-8-65	Shri G.M. Laud ..	..	Director
18	Shri N.S. Session, Bombay	10-8-65	Shri N.S. Session ..	..	..
19	Bombay Samachar Pvt. Ltd., Bombay	10-8-65	Shri M.N. Cama ..	..	Managing Director
20	Rashtriya Vidharbha Press Kamgar Sangh, Nagpur.	11-8-65	Shri S.W. Diabe ..	..	President
21	Up-country Newspaper Representative Association, Bombay.	11-8-65	Shri C.H. Ramnath ..	..	President
22	Nagpur Kamgar Sangh, Nagpur	12-4-66	Shri Chauthmal Sripad Anant ..	..	..
			GUJARAT		
23	Sandesh Limited group, Ahmedabad	13-7-65	Shri Chimanbhai Patel ..	..	Managing Director
24	Lok Prakashan Ltd., Ahmedabad	13-7-65	Shri Shantilal Shah ..	..	Managing Agent
25	Gujrat Mitra Tatha Gujrat Darpan, Surat	14-7-65	Shri Praveenkant Reshamwala ..	..	Proprietor
26	Chakram, Ahmedabad	14-7-65	Shri Trikamlal Dave ..	..	Accountant
27	New Prabhat Publicity Co., Ahmedabad	14-7-65	Shri G.K. Kothari ..	..	Partner
28	Press Kamgar Sangh, Ahmedabad	15-7-65	Shri D.M. Sant ..	..	President
29	Gujrat Journalists Union representing Saurashtra Union of Journalists, Ahmedabad.	15-7-65	Shri Vasudeo Mehta ..	..	Member Executive
30	Jansatta, Ahmedabad	10-8-65	Shri R.C. Seth ..	..	Partner

ANNEXURE II—*contd.*

1	2	3	4	5
		MADHYA PRADESH		
31	Saptalik Mazdoor Sandesh, Indore	..	17-7-65 Shri Bansilal Vaid	.. Prabandhak
32	Nai Dunia, Indore ..	..	17-7-65 Shri Labhchandji	.. Partner
33	Yugdharm, Nagpur, Jabalpur, Raipur ..	..	19-7-65 Shri D.S. Gore ..	.. General Manager
34	Raipur News, Raipur ..	..	19-7-65 Shri Kisorilal Misra	.. Editor and Publisher
35	Indore Samachar, Indore ..	..	20-7-65 Shri Lakhmichand Naneria	.. Partner
36	Bhopal Union of Working Journalists, Bhopal.	..	20-7-65 Shri D.V. Lele	.. President
37	Shramjivi Patrakar Sangh, Indore ..	..	20-7-65 Shri M.S. Gupta	.. President
38	Chronicle Employees Union, Bhopal ..	..	20-7-65 Shri B.M. Bharti	.. President
			DELHI	
39	Hindustan Times Employees Union, New Delhi.	..	14-10-65 Shri P.C. Batra	.. Vice President
40	Vir Arjun and Pratap Press Employees Union, New Delhi.	..	14-10-65 Shri Surajbhan ..	.. General Secretary
41	Asiatic Press Clipping Service, New Delhi..	..	15-10-65 Shri Loknath ..	.. Proprietor
42	Hindustan Times, New Delhi ..	..	16-10-65 Shri G.N. Sahi ..	.. General Manager
43	Daily Pratap and Daily Vir Arjun, [New Delhi.	..	18-10-65 Shri K. Narendra	.. Proprietor
44	Nava Hindustan, New Delhi ..	..	18-10-65 Shri Jogindra Singh Anand	.. General Manager

45	'Patriot' Raisina Publications Pvt. Ltd., New Delhi.	18-10-65	Shri Sitaram Gunthey	..	General Manager
46	Delhi Printing and Publishing Pvt. Ltd., Delhi.	19-10-65	Shri P.N. Verma	..	P.A. to Managing Director
47	Delhi Union of Journalists, Delhi..	9-4-66	Shri B.C. Saxena	..	Executive Member
48	United News of India Employees Union, All Milap Workers Union, Indian Express Employees Union and Bennet Coleman and Co. Employees Union, New Delhi.	11-4-66	Shri George Mathew	..	Secretary
WEST BENGAL					
49	Amrit Bazar Patrika Pvt. Ltd., Calcutta ..	23-11-65	Shri M.L. Ganguli	..	Joint Secretary and Advt. Manager.
50	Jugantar Pvt. Ltd., Calcutta ..	24-11-65	Shri M.L. Ganguli	..	Public Relations Officer
51	Amrita Publishers Pvt. Co. Ltd., Calcutta	24-11-65	Shri M.L. Ganguli	..	Advt. Manager
52	The Statesman Ltd., Calcutta ..	25-11-65	Shri P.T. Dastoor	..	Secretary
53	Basumati Pvt. Ltd., Calcutta ..	26-11-65	Shri D.P. Chakravarty	..	Director
54	Jan Sevak, Calcutta ..	26-11-65	Shri C. Das Gupta	..	Incharge
55	Anand Bazar Patrika Pvt. Ltd., Calcutta	27-11-65	Shri P.N. Mukharjee	..	Industrial Relations Officer.
56	Shrikrishna Sandesh Pvt. Ltd. (Sanmarg), Calcutta.	29-11-65	Shri Ramavatar Gupta	..	Director and Manager
57	Press Club, Calcutta ..	29-11-65	Shri Prasanta Sarkar	..	Secretary
58	Indian Journalists Association, Calcutta ..	29-11-65	Shri P.R. Gangul	..	General Secretary

ANNEXURE II—*contd.*

1	2	3	4	5
59	Anand Bazar Patrika, Hindustan Standard and Desh Employees Union, Calcutta, Statesman Clerical Staff Union, Calcutta, Statesman Employees Union, Calcutta and Statesman Employees Union, Delhi.	30-11-65	Shri T.M. Nagarajan	
60	Vishwanitra, Calcutta	2-12-65	Shri H.C. Agarwal	Partner
61	Janmabhoomi and Janmabhoomi Press, Jorhat.	ASSAM 30-11-65	Shri B. Barua ..	Manager.
62	Assam Tribune Employees Union, Gauhati	1-12-65	Shri G.K. Barthakur	Vice President
63	Assam Tribune and Assam Bani, Gauhati	1-12-65	Shri Jatindra Prasad Katakya	Office Superintendent
64	Shillong Journalists Association, Shillong	1-12-65	Shri K.C. Choudhary	Member
65	Assam Working Journalists Association, Gauhati.	5-12-65	Shri N.K. Dutta	General Secretary
66	Asre Jadid, Patna	BIHAR 2-12-65	Shri Kazi Iqbal Ahmed	Manager
67	Jyotsana, Monthly, Patna	5-12-65	Shri Shibindra Narayan	Proprietor
68	Sada-e-Aam, Patna	5-12-65	Shri S. Razid Haider	Editor
69	Newspaper and Publications Pvt. Ltd., Patna	6-12-65	Shri K.K. Jha ..	Secretary

70	Behar Journals Ltd., Patna	6-12-65	Shri Rajendra Sharma ..	..	Joint Manager
71	Behar Working Journalists Union, Newspaper and Publications Karamchari Union, and Behar Journals Ltd. Employees Union, Patna.	7-12-65	Shri Krishnakant Prasad	..	General Secretary
MADRAS					
72	Andhra Patrika M/s Nageshwara Rao Estate Pvt. Ltd., Madras.	12-2-66	Shri M. Cunchithapathan	..	General Manager
72A	M/s Associated Publishers (Madras) Ltd., Madras	12-2-66	Shri R.K. Anantrama	..	Secretary
73	Kasturi and Sons Ltd., Madras ..	14-2-66	Shri C.G.K. Reddy	..	Business Manager
74	Swadeshmitran Ltd., Madras ..	14-2-66	Shri Venugopalan	..	Dy. General Manager
75	Anandvikatan, Madras ..	15-2-66	Shri Venkatraman	..	Secretary (Administrative)
76	Kumudam and Kalkandu, Madras ..	15-2-66	Shri P.V. Parthasarathi	..	Publisher
77	Kalaimangal, Manjari and Kanan, Madras	15-2-66	Shri N. Ramaratnam	..	Publisher
78	Dinamani Thozhilalar Sangam, Madurai, Madras Press Labour Union, Madras, Swadeshmitran Employees Union, Madras.	16-2-66	Shri S.C.C. Anthanipillai	..	
79	Madras Union of Journalists, Madras ..	16-2-66	Shri S. Ramanathan	..	President
80	Indian Express (Madurai) Ltd., Madurai ..	17-2-66	Shri Rammath Goenka	..	Managing Director
KERALA					
81	Mathrubhumi Printing and Publishing Co. Ltd., Calicut.	18-2-66	Shri M.V. Gopalkrishnan	..	Secretary
82	Malayala Manorama Co. Ltd., Kottayam	18-2-66	Shri K.M. Mathew	..	Managing Editor
83	Malayala Rajyam Pvt. Ltd., Quilon ..	19-2-66	Shri M.K. Raghavan Pillai	..	Manager
84	Kerala Union of Working Journalists, Trivandrum.	20-2-66	Shri K.C. Madhavkurup	..	President

ANNEXURE II—contd.

1	2	3	4	5
PUNJAB				
85	Tribune Trust, Ambala Cantt. ..	11-4-66	Shri P.N. Verna ..	Secretary
86	Preet Lari, Preet Nagar ..	12-4-66	Shri Navtej Singh ..	Owner
87	Punjab Working Journalists Union, Chandigarh.	12-4-66	Shri Harish Bhanot ..	President
RAJASTHAN				
88	Navjyoti, Jaipur ..	12-4-66	Shri Durgaprasad Chaudhari ..	Manager
89	Rashtriya Press Workers Karamchhari Sangh, Jaipur.	12-4-66	Shri I.M. Bapna	
90	Rajasthan Working Journalists Union, Jaipur.	12-4-66	Shri I. M. Bapna	Member Executive
UTTAR PRADESH				
91	Mitra Prakashan Pvt. Ltd., Allahabad ..	13-4-66	Shri B.N. Ghosh ..	Managing Director
92	Associated Journals Ltd., Lucknow ..	13-4-66	Shri Umashankar Dixit ..	Managing Director
93	Newspaper Ltd., Allahabad ..	13-4-66	Shri B.R. Mehta ..	Acting Manager
94	U.P. Working Journalists Union ..	14-4-66	Shri Upendra Vajpayi ..	Member of the Standing Committee.
95	Uttar Pradesh Samachar Patra Karamchhari Sangh, Allahabad.	14-4-66	Shri R. Shrivastav ..	President

ORISSA

96	All Orissa Newspaper Employees Association, Cuttack.	15-4-66	Shri D.C. Mahanty	..	General Manager
97	The Uttkal Journalists Association, Cuttack	15-4-66	Shri C.S. Mahapatra	..	..
98	The Samaj, Cuttack	15-4-66	Shri Fakirchand Das	..	..

ANDHRA PRADESH

99	Siasat Daily, Secunderabad	14-6-66	Shri Abid Ali Khan	..	Owner
100	Deccan Chronicle and Andhra Bhumii, Secunderabad.	13-6-66	Shri K.A. Govindraj	..	Partner
101	Andhra Pradesh Union of Working Journalists, Hyderabad.	16-6-66	Shri G.S. Vardachari	..	General Secretary

MYSORE

102	Lokshikshan Turst, Hubli	14-6-66	Shri V.S. Diwakar	..	Manager
103	Daily Pashan Urdu Daily, Bangalore ..	15-6-66	Shri H.M. Ismail Tabish	..	General Manager
104	The Mysore Printers Pvt Ltd., Bangalore	15-6-66	Shri I.B. Thakur	..	Additional Secretary
105	Bangalore Newspaper Employees Union, Bangalore.	17-6-66	Shri K. Subramaniya	..	General Secretary
106	Kerala Newspaper Employees Federation, Calicut.	16-6-66	Shri Anand Krishnana	..	General Secretary
107	Mysore State Journalists Association, Bangalore now known as Karnatak Union of Working Journalists, Bangalore.	17-6-66	Shri R. Shamanna	..	President

ANNEXURE III

Comparative Statement of Financial Burden of Tentative Proposals and Final Proposals on Newspaper Establishments for Journalists and non-Journalists

Sl. No.	Name of the Establishment	Total arrears payable				Recurring burden				Remarks
		As per tentative proposals for Journalists up to 1-7-67	As per final proposals for Journalists up to 1-7-67	As per tentative proposals for non-Journalists upto 1-7-67	As per final proposals for non-Journalists upto 1-7-67	Monthly burden as per tentative proposals for Journalists from 1-7-67 (approximate)	Monthly final burden for Journalists as per tentative proposals from 1-7-67 (approximate)	Monthly burden for non-Journalists as per tentative proposals from 1-7-67	Monthly burden for non-Journalists as per tentative proposals from 1-7-67 (approximate)	
1	2	3	4	5	6	7	8	9	10	11
1	Bennet Coleman and Co., Bombay	95,108	31,703	21,25,854	7,08,618	5,283	No change	1,18,103	No change	
2	Statesman Ltd., Calcutta	6,841	2,280	22,54,680	7,51,560	380	No change	1,25,260	No change	
3	Kasturi and Sons, Madras	1,56,570	52,190	8,07,390	2,69,130	8,700	No change	44,855	No change	
4	Hindustan Times, New Delhi	2,70,575	90,191	10,97,166	3,65,722	15,321	No change	60,442	No change	

ANNEXURE III—*contd.*

1	2	3	4	5	6	7	8	9	10	11
5	Amrit Bazar Patrika Pvt. Ltd., Calcutta	1,94,586	64,892	14,54,040	4,84,680	10,810	No change	80,780	No change	
6	Anand Bazar Patrika Pvt. Ltd., Calcutta	2,00,754	50,663	15,81,279	5,27,093	11,153	8,443	84,245	84,624	
7	Indian Express Newspapers, Bombay (including Lok Satta and Screen)	4,21,380	1,40,460	8,22,312	2,74,104	23,410	No change	45,609	No change	
8	Indian Express, Delhi	1,09,758	36,586	4,53,690	1,51,230	6,097	No change	25,805	No change	
9	Indian Express (Madurai) Ltd., Madurai ..	39,000	Nil	3,88,944	Nil	6,500	No change	64,824	No change	
10	—Do.— Bangalore									
11	—Do.— Vijayawada									
12	—Do.— Madras ..									
13	Andhra Prabha Ltd., Vijayawada ..	9,300	Nil	82,518	Nil	1,550	No change	13,753	No change	
14	The Jugantar Pvt. Ltd., Calcutta ..	1,50,855	50,285	74,306	2,47,692	8,331	No change	41,282	No change	
15	Indian National Press, Bombay—									
	Free Press ..	96,750	32,250	4,37,204	1,27,952	14,567	11,049	24,289	No change	

Navshakti ..	1,02,136	34,045					
Janashakti ..	63,304	Nil					
	2,62,210	66,295					
16 The Tribune, Ambala	10,836	Nil	31,380	Nil	1,806	No change	5,230 No change
17 Nageshwar Rao Estate Pvt Ltd., Madras ..	9,630	Nil	55,608	Nil	1,605	No change	9,268 8500
18 The Printers (Mysore) Pvt Ltd., Bangalore	28,686	Nil	1,74,342	Nil	4,781	No change	24,907 No change
19 The Sandesh Ltd., Ahmedabad ..	6,768	Nil	64,208	Nil	1,128	No change	10,678 No change
20 Mathrubhumi Printing & Publishing Ltd., Calicut	17,490	Nil	1,14,750	Nil	2,915	No change	19,125 No change
21 The Newspapers and Publications Pvt. Ltd., Patna ..	21,756	Nil	68,400	Nil			
22 Associated Journals Ltd., Lucknow							
National Herald ..	8,634	Nil	2,61,492	Nil	1,439	2,630	43,582 31,270
Navjeevan ..	17,550	Nil		Nil	2,925	1,740	
Quomi Awaz ..	15,720						
	41,904	Nil			2,620		
23 Saurashtra Trust, Hubli	18,966		1,04,682		3,161	2,979	17,447 11,900

1	2	3	4	5	6	7	8	9	10	11
24	Allahabad Patrika Pvt. Ltd., Allahabad ..	14,664	Nil	1,44,144	Nil	2,444	2,144	24,024	19,000	
25	Lokshikshan Trust, Hubli ..	7,944	Nil	96,162	Nil	1,324	No change	16,027	15,270	
26	<i>K.P. Nandgopal and Others—</i>									
	Andhra Bhumi, Hyderabad ..	13,278	Nil	23,046	Nil	2,213	1,120	3,841	2,600	
	Deccan Chronicle, Hyderabad ..	7,200	Nil	18,702	Nil	1,200	No change	3,117	2,900	
27	Assam Tribune, As. D., Gauhati ..	3,432	Nil	57,690	Nil	572	Nil	9,615	7,000	
28	Siasat Urdu Daily, Hyderabad ..	1,098	Nil	9,000	Nil	183	No change	1,500	1,200	
29	Malayala Manorma Co. Ltd., Kottayam	7,302	Nil	1,02,300	Nil	1,217	No change	17,050	16,175	
30	The Daily Pratap, Delhi ..	4,044	Nil	11,392	Nil	674	No change	1,892	1,400	
31	Vir Arjun, Delhi ..	2,208	Nil	1,410	Nil	368	No change	235	200	
32	Rashtra Dharma Prakashan Ltd., Lucknow	5,466	Nil	50,538	Nil	911	No change	8,423	7,800	

33	Shrikrishna Sandesh Pvt. Ltd., Calcutta	2,052	Nil	27,000	Nil	342	No change	4,500	4,000
34	Asre Jadid, Calcutta	Information not received.							
35	Nav Jyoti. Ajmer and Jaipur	Information not received.							
36	<i>Servants of India Society, Poona.</i>								
	Hitwad E.D. Nagpur	5,328	Nil	24,336	Nil	888	No change	4,056	3,356
	Hitwad E.D. Bhopal	3,462	Nil	12,756	Nil	577	No change	2,126	1,626
37	M/s Nai Dunia, Indore	2,160	Nil	16,398	Nil	360	No change	2,733	2,433
38	Navneet. Bombay	198	Nil	5,094	Nil	33	No change	849	700
39	Kirloskar Press, Poona	600	Nil	19,500	Nil	100	No change	3,250	2,850
40	Asam Bani As. Weekly, Gauhati	480	Nil	1,974	Nil	80	No change	329	270
41	The Blitz Publications Pvt. Ltd., Bombay	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
42	The Current Publications Pvt. Ltd., Bombay	210	Nil	1,974	Nil	40	No change	329	270
43	Chandamama Publica- tions Pvt. Ltd., Madras	3,120	Nil	11,730	Nil	520	No change	1,955	1,800
44	United News of India, Delhi	7,680	Nil	21,030	Nil	1,280	No change	3,505	3,100
45	Press Trust of India, Bombay	5,43	1.81	6	2	29,000	No change	30,000	27,500
		lakhs	lakhs	lakhs	lakhs				

ANNEXURE IV

Replies to the Questionnaires received from Newspaper Establishments, Unions of non-Journalists, Individual Parties and Government Organisations

(Replies received before 15th November, 1964—the last date for receiving replies)

Sl. No.	Name of the State	Name of the				Govt. Organisations
		Newspaper Establishments	Unions of non-Journalists	Individual Parties		
1	2	3	4	5	6	
1	Andhra Pradesh	1. The Deccan Chronicle, Secunderabad 2. Andhra Bhoomi, Secunderabad	1. Deccan Employees Union, Secunderabad 2. Andhra Bhoomi Employees Union, Secunderabad	Shri T. Kupuswamy and other staff members of Deccan Chronicle English Daily, Secunderabad	Nil	
2	Bihar	Saptahik Haldhar, Palamau	Nil	Nil	Nil	
3	Delhi Territory	1. The Daily Pratap, New Delhi 2. The Daily Vir Arjun, New Delhi 3. The Indian and Eastern Newspapers Society, New Delhi	All India Employees Federation, New Delhi	Nil	Nil	
4	Kerala	Nil	Nil	Nil	Nil	

5	Madras	..	Industry & Commerce, Polachi	Dinamani Sangam, Madurai	Thozhilalar Polachi	Shri M. Krishnamurthi, Nil
6	Maharashtra	..	1. Dipewali Magazine, Bombay 2. Musavir, Bombay 3. The Press Trust of India, Bombay	1. The Sakal Papers Employees Union, Poona 2. Rashtriya Vidharabha Press Kamgar Sangh, Nagpur (Mahal) 3. Janmabhoomi Press Employees Union, Bombay	Shri K. N. Natarajan, Nil Bombay	
7	Mysore	..	Nil	Nil	Nil	Nil
8	Orissa	..	1. Jatiya Jeevan, Cuttack 2. Kajal Patiavalolik, Cuttack	Nil Nil	Nil Nil	Nil Nil
9	Punjab	..	The Daily Hind Sama- char, Jullundur City	Nil	Nil	Nil
10	Uttar Pradesh	..	1. Monthly 'Toffee' Urdu, Lucknow 2. Northern India Patrika Pvt. Ltd., Allahabad	UP Press Correspondents Union, Moradabad.	Nil	Nil
11	West Bengal	..	1. Amrita Bazar Patrika Pvt. Ltd., Calcutta 2. Amrita Publishers Pvt. Ltd., Calcutta. 3. Jugantar Pvt. Ltd., Calcutta	Nil	Shri P. K. Mukherjee, Calcutta	Nil

ANNEXURE IV—contd.
(Replies received after 15th November, 1964—the last date of receiving replies)

Sl. No.	Name of the State	Name of the				Govt. Organisations
		Newspaper Establishments	Union of non-Journalists	Individual Parties		
1	2	3	4	5	6	
1	Andhra Pradesh	1. Daily Milap, Hyderabad bad 2. Andhra Prabha. Vijaywada	Nil	Nil	Nil	
2	Bihar	1. The Newspapers and Publications Pvt. Ltd., Patna 2. The Behar Journals Ltd., Patna	1. Newspaper and Publications Union, Karnachari Union, Patna 2. The Behar Journals Ltd. Employees Union, Patna	Nil	Nil	
3	Delhi Territory	1. The Hindustan Times, New Delhi. 2. The Eastern Economist Ltd., New Delhi. 3. Express Newspapers Ltd., New Delhi.	Nil	Nil	Nil	
4	Kerala	1. The Malayala Manorama, Kottayam 2. The Mathrubhumi Printing and Publishing Co. Ltd. Kozhikode	The Malayala Manorama Employees Union, Kottayam	Nil	Nil	

5	Madras	1. The Associated Publishers Co., Pvt. Ltd. Madras. 2. Indian Express (Madurai) Ltd., Madurai 3. The Swadeshmitran Ltd., Madras 4. Kasturi and Sons Ltd., Madras 5. Nava India, Coimbatore 6. Kumudam and Kalkandu, Madras	Nil	Nil
6	Maharashtra	1. The Times of India, Bombay 2. The Bombay Samachar Pvt. Ltd., Bombay 3. Indian Express Newspapers Ltd., Bombay 4. The Indian National Press Pvt. Ltd., Bombay 5. Shri J. B. Marzban and Co., Bombay 6. Sakal, Poona 7. The Kesari, Poona 8. Nagpur Times, Nagpur	1. Shri K. A. Naik, Bombay 2. Shri H. R. Paliwal, Bombay	Nil
7	Mysore	1. The Printers (Mysore) Pvt. Ltd., Bangalore	Nil	Nil

ANNEXURE IV—*contd.*

1	2	3	4	5	6
8 Orissa	..	The Samaj,	Cuttack Nil	Nil	Nil
9 Punjab	..	The Tribune, Cantt.	Ambala Punjab Workers Union. Jullundur City	Newspaper Nil	Labour Bureau, Simla
10 Uttar Pradesh	..	Associated Ltd., Lucknow	Journals 1. Associated Employees Lucknow 2. Pioneer Karnachari Lucknow	Press Sabha, Lucknow	Nil
11 West Bengal	..	The Statesman Calcutta	Ltd., Anand Bazar, Hindustan Standard and Desh Employees Calcutta	Union, Calcutta	Nil

ANNEXURE V

WAGE BOARD SECRETARIATE

Research and Statistical Section

1. Shri B. L. Kothari, Investigator Gr. I.
2. Shri M. B. Lodaya, Investigator Gr. II.
3. Shri P. B. Gawarikar, Investigator Gr. II.

Office Staff

4. Shri J. M. Majumdar, Office Superintendent.
5. Shri K. C. Sethi, Stenographer.
6. Shri P. B. Kshirsagar, Stenographer.
7. Shri G. V. Dandwate, U. D. C.
8. Shri K. L. Jain, U. D. C.
9. Shri V. N. Pareek, L. D. C.
10. Shri Mohan Jhurani, L. D. C.
11. Shri A. P. Deshpande, L. D. C.
12. Shri R. S. Kapoor, L. D. C.
13. Shri P. C. Wankar, L. D. C.

Class IV Government Servants

14. Shri Mohd. Ishaque, Daftary.
15. Shri Gopalrao, Peon.
16. Shri Ramlal, Peon.
17. Shri Manual, Peon.
18. Shri Ramesh Choube, Peon.
19. Shri Mubariq Hussain, Peon.